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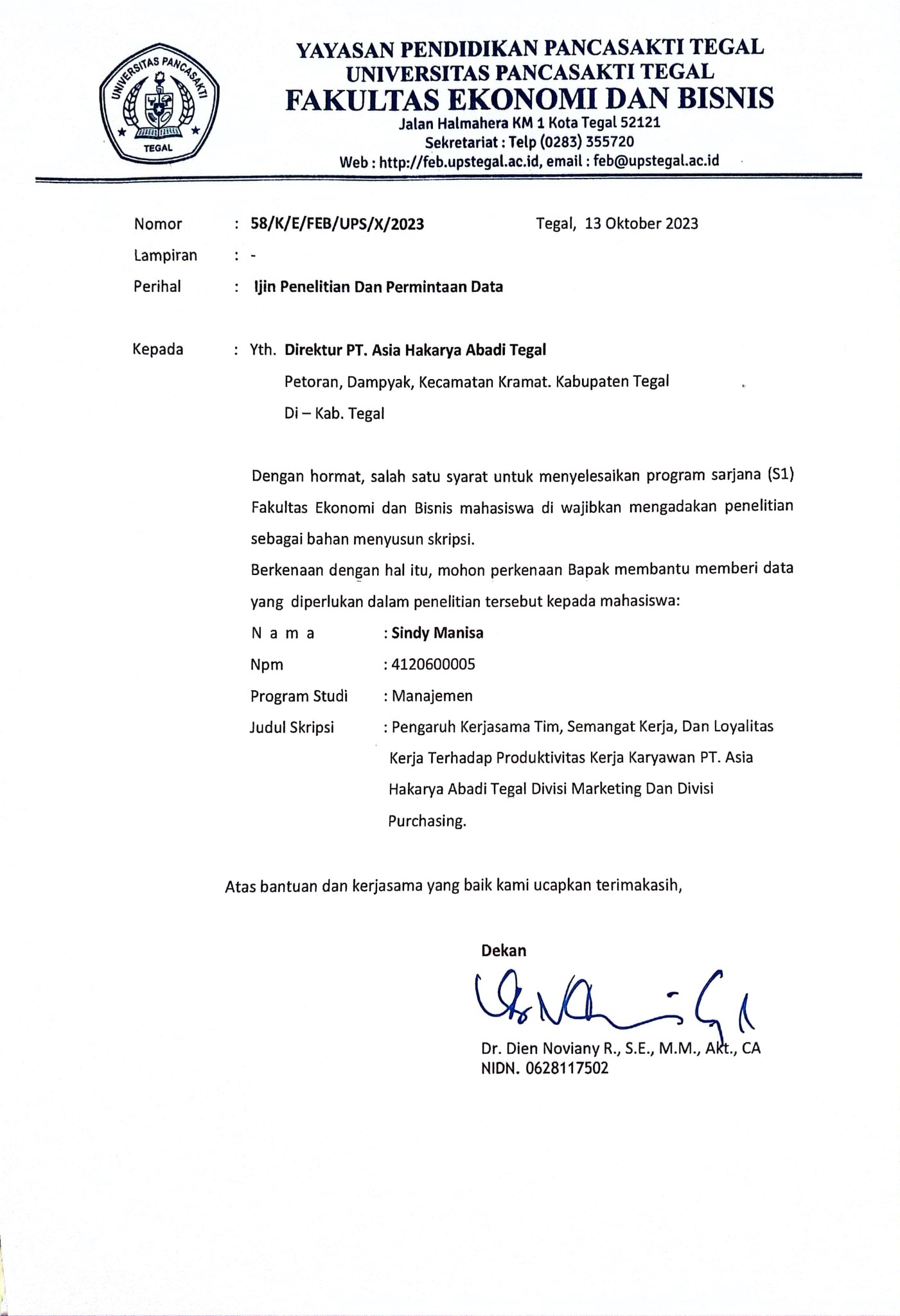
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# LAMPIRAN 1

**SURAT IJIN PENELITIAN**

**LAMPIRAN 2**

**SURAT BALASAN**

 **PT. ASIA HAKARYA ABADI**

Jalan Raya Darnpyak KM 4, Peteron, Kecamatan Kramat. Kabupaten Tegal Customer Service : +62878-8878-7068/tanya,kami@aha.id/website : aha.id

Perihal : Surat Balasan

Yth. Kepala Program Studi Manajemen

Universitas Pancasakti Tegal

Di Tempat

Dengan hormat,

Menanggapi Surat Permohonan Ijin Penelitian mahasiswa Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal pada tanggal 13 oktober 2023, maka kami dari PT. Asia Hakarya Abadi Tegal dengan ini “memberikan ijin” kepada mahasiswa berikut untuk melakukan penelitian:

Nama : Sindy Manisa

Judul penelitian : “Pengaruh Kerjasama Tim, Semangat Kerja, Dan Loyalitas Kerja Terhadap Produktivitas Kerja Karyawan PT. Asia Hakarya Abadi Tegal (Divisi Marketing Dan Divisi Purchasing)”

Demikian yang dapat kami sampaikan dan atas perhatiannya kami ucapkan terimakasih

Dibuat oleh, Disetujui oleh,

|  |  |  |
| --- | --- | --- |
|  |  |  |

**Catarina** **Adriana Clarissa HK**

HRD CEO

**LAMPIRAN 3**

**KATA PENGANTAR**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : “Pengaruh Kerjasama Tim, Semangat Kerja, Dan Loyalitas Kerja Karyawan Terhadap Produktivitas Kerja Karyawan PT. Asia Hakarya Abadi Tegal (Divisi *Marketing* dan Divisi *Purchasing*)

Kepada Yth.

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat,

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

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

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat mengisinya.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, 25 maret 2024

Hormat Saya,

Sindy Manisa

**KUESIONER PENELITIAN**

Sebelum menjawab pertanyaan kuesioner ini. Mohon Bapak/Ibu/Saudara mengisi data terlebih dahulu (jawaban yang Bapak/Ibu/Saudara berikan akan bersifat rahasia).

**A. DATA RESPONDEN**

1. Jenis Kelamin : a. Laki-laki

b. Perempuan

2. Pendidikan Terakhir : a. SD/SMP

b. SMA/SMK

c. DIII

d. S1

e. S2

3. Umur : a. 20-30 tahun

b. 31-40 tahun

c. 41-50 tahun

4. Masa Kerja : a. < 1 tahun

b. 1-5 tahun

c. 6-10 tahun

d. > 11 tahun

**B. PETUNJUK PENGISIAN KUESIONER**

1. Mohon dengan hormat kesediaan Bapak/Ibu/Saudara untuk menanggapi seluruh pernyataan yang ada.

2. Beri tanda check list (ƴ ) pada kolom yang tersedia.

**C. KETERANGAN JAWABAN**

Sangat Tidak Setuju (STS)

Tidak Setuju (TS)

Netral (N)

Setuju (S)

Sangat Setuju (SS)

**KUESIONER PRODUKTIVITAS KERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | Pilihan Alternatif Jawaban | | | | |
| SS  (5) | S  (4) | N  (3) | TS  (2) | STS  (1) |
| 1. | Karyawan berusaha menghasilkan pekerjaan yang bermutu sehingga dapat menunjukkan kualitas kerja |  |  |  |  |  |
| 2. | Karyawan memiliki standar penyelesaian pekerjaan sesuai ketentuan pada sistem OKR (*Objective Key Result*) perusahaan |  |  |  |  |  |
| 3. | Karyawan dapat mencapai target yang ditetapkan berdasarkan sistem OKR (*Objective Key Result*) perusahaan |  |  |  |  |  |
| 4. | Jumlah karyawan sesuai dengan kebutuhan perusahaan |  |  |  |  |  |
| 5. | Karyawan dapat memanfaatkan waktu untuk menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| 6. | Kondisi perasaan karyawan dapat mempengaruhi semangat kerja |  |  |  |  |  |
| 7. | Semangat kelompok dapat meningkatkan hasil kerja |  |  |  |  |  |
| 8. | Karyawan merasa gembira apabila hasil kerja meningkat |  |  |  |  |  |
| 9. | Karyawan dapat melakukan berbagai kegiatan untuk penyelesaian pekerjaan dengan maksimal |  |  |  |  |  |
| 10. | Karyawan dapat menyelesaikan pekerjaan dengan tepat waktu |  |  |  |  |  |
| 11. | Karyawan melaksanakan pekerjaan dengan semangat |  |  |  |  |  |
| 12. | Karyawan dapat menghasilkan pekerjaan sesuai target yang ditetapkan pada sistem OKR (*Objective Key Result*) perusahaan |  |  |  |  |  |

**KUESIONER KERJASAMA TIM (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | Pilihan Alternatif Jawaban | | | | |
| SS  (5) | S  (4) | N  (3) | TS  (2) | STS  (1) |
| 1. | Keberhasilan karyawan dapat diperoleh melalui kerjasama secara efektif |  |  |  |  |  |
| 2. | Karyawan mampu bekerja bersama dengan karyawan lain |  |  |  |  |  |
| 3. | Karyawan dapat berkoordinasi dengan tim kerja agar efektif mengelola kerja tim |  |  |  |  |  |
| 4. | Karyawan dapat berkoordinasi dengan tim kerja agar dapat menyelesaikan pekerjaan secara efisien |  |  |  |  |  |
| 5. | Hubungan karyawan dengan tim kerja harmonis |  |  |  |  |  |
| 6. | Tim kerja yang efektif dapat menyampaikan informasi secara efisien |  |  |  |  |  |
| 7. | Karyawan bisa menghormati antar karyawan |  |  |  |  |  |
| 8. | Tim kerja yang efektif saling membantu rekan kerja |  |  |  |  |  |
| 9. | Selama bekerjasama, karyawan dapat menerima masukan/ide antar rekan kerja untuk mendukung pencapaian tujuan perusahaan |  |  |  |  |  |
| 10. | Karyawan memiliki motivasi dn kemampuan untuk menyelesaikan masalah dalam tim |  |  |  |  |  |

**KUESIONER SEMANGAT KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | Pilihan Alternatif Jawaban | | | | |
| SS  (5) | S  (4) | N  (3) | TS  (2) | STS  (1) |
| 1. | Karyawan dapat bekerja secara profesional |  |  |  |  |  |
| 2. | Karyawan tidak menunda dalam penyelesaian pekerjaan |  |  |  |  |  |
| 3. | Karyawan dapat menyelesaikan pekerjaan dengan cepat sesuai waktu yang telah ditentukan perusahaan |  |  |  |  |  |
| 4. | Meninggalkan pekerjaan untuk urusan pribadi dapat menyebabkan absensi rendah |  |  |  |  |  |
| 5. | Alfa berakibat pada absensi yang rendah karena penyelesaian pekerjaan menjadi tertunda |  |  |  |  |  |
| 6. | Apabila sakit segera berobat agar tidak berakibat pada rendahnya absensi |  |  |  |  |  |
| 7. | Karyawan tidak merasa pusing dan terbebani atas adanya perputaran kerja |  |  |  |  |  |
| 8. | Karyawan merasa senang dalam melaksanakan pekerjaan |  |  |  |  |  |
| 9. | Apabila karyawan merasa puas atas hasil kerjanya, itu dapat mengurangi kegelisahan karyawan, sehingga dapat menambah semangat untuk pelaksanaan pekerjaan berikutnya. |  |  |  |  |  |
| 10. | Karyawan merasa gelisah apabila ketenangan kerja terganggu |  |  |  |  |  |
| 11. | Karyawan merasa aman dan nyaman dalam bekerja |  |  |  |  |  |
| 12. | Karyawan memiliki hubungan kerja yang harmonis dengan sesama rekan kerja |  |  |  |  |  |

**KUESIONER LOYALITAS KERJA (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | PERNYATAAN | Pilihan Alternatif Jawaban | | | | |
| SS  (5) | S  (4) | N  (3) | TS  (2) | STS  (1) |
| 1. | Apabila karyawan merasa puas pada perusahaan, maka saya akan bersikap loyal terhadap perusahaan |  |  |  |  |  |
| 2. | Karyawan mampu taat pada peraturan perusahaan |  |  |  |  |  |
| 3. | Karyawan merasa loyal pada perusahaan apabila saya bertanggung jawab atas pekerjaan saya |  |  |  |  |  |
| 4. | Karyawan mampu melaksanakan pekerjaan secara teratur dan berkelanjutan |  |  |  |  |  |
| 5. | Karyawan dapat memberikan arahan atau masukan pada perusahaan untuk pencapaian tujuan perusahaan |  |  |  |  |  |
| 6. | Karyawan dapat bekerjasama dengan baik |  |  |  |  |  |
| 7. | Karyawan merasa memiliki atas pekerjaan yang diberikan sehingga dalam penyelesaiannya saya bertanggung jawab atas hasil agar dapat maksimal |  |  |  |  |  |
| 8. | Karyawan dapat menjaga hubungan pribadi yang baik antar rekan kerja |  |  |  |  |  |

**LAMPIRAN 4**

**Deskripsi Wawancara**

Metode pengumpulan data pada penelituan ini salah satunya yaitu dengan wawancara terstruktur dengan kepala divisi *marketing* dan *purchasing* PT. Asia Hakarya Abadi Tegal

Wawancara dengan kepala divisi *marketing* Ibu Vivi

|  |  |  |
| --- | --- | --- |
| No. | Pertanyaan | Jawaban |
| 1. | Ada berapa jumlah karyawan karyawan divisi *marketing*? | Ada 23 karyawan. |
| 2. | Target apa saja pada divisi *marketing*? | Target perbulan naik 2% namun menyesuaikan keadaan seperti perhitungan jumlah hari kerja, ketersediaan stok jadi nanti dibuat pertimbangan untuk kenaikan 2% itu sendiri sanggup atau tidak. Dan target kita menggunakan sistem OKR (*Objektive Key Result*) jadi penilaian hasil kerja selama 3 bulan sekali. Jadi di marketingkan ada empat sub divisi ada *telemarketing*, konten kreator, desain grafis, admin *marketing*, itu semua sudah ada targetnya msing-masing disistem OKR (*Objective Key Result*). |

Wawancara kepala divisi *purchasing* Ibu Lia

|  |  |  |
| --- | --- | --- |
| No. | Pertanyaan | Jawaban |
| 1. | Ada berapa jumlah karyawan divisi *purchasing*? | 16 karyawan. |
| 2. | Apa saja *jobdesk* divisi *purchasing*? | Dibagi jadi tiga sub divisi ada *purchase order* (pembelian), *marginaizing, invoicing*. |
| 3. | Target apa saja yang harus dicapai pada divisi *purchasing*? | Target ada *internal* ada *eksternal*. Target *internal* untuk sub divisi *purchase order* stok tidak boleh kosong, sub divisi marginaizing yaitu harus seinformatif mungkin ke *customer* dan mempunyai target *margin* (keuntungan), untuk sub divisi *invoicing* targetnya untuk *invoice*nya tidak lama jadi barang bisa dijual. Kemudian untuk target *eksternal* itu target dari *supplier* itu yang megang dari sub divisi *purchase order* jadi mereka yang menentukan biasanya ada target bulanan, semesteran, tahunan. |
| 4. | Permasalahan apa yang terjadi pada satu tahun ini? | Jadi di perusahaan ini ada yang namanya sistem OKR (*Objective Key Result*) jadi masing-masing divisi punya target sesuai sistem OKR ini dan untuk tercapai tidaknya target kita evaluasi makanya fungsinya sistem ini juga untuk evaluasi hasil kerja karyawan. Dan untuk target yang kita masih susah untuk *achive* sendiri itu target margin alasannya kan kita *e-distribution* jadi pasti ada juga distributor lain yang pegang produk yang sama yang disediakan perusahaan. Apalagi untuk barang *customer good* kita harus bisa nurunin harga biar bisa bersaing di pasaran. |
| 5. | Untuk kendalanya sendiri ada tidak ya bu? | Kendalanya dipenyampaian pesan dari sub divisi *purchase order* yang berkomunikasi langsung dengan *supplier* harusnya dia menyampaikan *issue*/permasalahan ke sub divisi *marginaizing* namun terkadang informasi tersebut tidak tersampaikan |

**LAMPIRAN 5**

**Hasil Uji Validitas dan Uji Reliabilitas Kuesioner Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Produktivitas Kerja (Y)** | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Jumlah |
| 1 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 2 | 5 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 5 | 5 | 3 | 4 | 49 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 53 |
| 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 51 |
| 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 55 |
| 6 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 7 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 8 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 53 |
| 9 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 55 |
| 10 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 50 |
| 11 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 48 |
| 12 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 14 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 52 |
| 15 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 44 |
| 16 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 54 |
| 17 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 53 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| 19 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 48 |
| 20 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 48 |
| 21 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 49 |
| 22 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 23 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 48 |
| 24 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 50 |
| 25 | 5 | 3 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 51 |
| 26 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 27 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 49 |
| 28 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 48 |
| 29 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 55 |
| 30 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 40 |
| Total | 136 | 124 | 130 | 138 | 124 | 117 | 131 | 125 | 132 | 128 | 134 | 132 | 1.551 |

**LAMPIRAN 6**

**Jawaban Kuesioner Responden Variabel Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Produktivitas Kerja (Y)** | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Jumlah |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 2 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 51 |
| 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 54 |
| 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 54 |
| 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 57 |
| 8 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 48 |
| 9 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 10 | 5 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 5 | 5 | 3 | 4 | 49 |
| 11 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 53 |
| 12 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 51 |
| 13 | 5 | 5 | 4 | 5 | 2 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 52 |
| 14 | 4 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 52 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 16 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 53 |
| 17 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 50 |
| 19 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 48 |
| 20 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 51 |
| 23 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 44 |
| 24 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 53 |
| 25 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 53 |
| 26 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| 27 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 49 |
| 28 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 48 |
| 29 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 49 |
| 30 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 31 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 48 |
| 32 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 50 |
| 33 | 5 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 49 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 35 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 49 |
| 36 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 49 |
| 37 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 53 |
| 38 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 41 |
| 39 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 52 |
| Total | 176 | 164 | 173 | 176 | 155 | 154 | 171 | 164 | 175 | 168 | 176 | 174 | 2026 |

**LAMPIRAN 7**

**Data Output Uji Validitas dan Reliabilitas Variabel Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | TOTAL\_Y |
| Y1 | Pearson Correlation | 1 | .252 | .231 | .358 | .345 | .173 | .009 | .277 | .270 | .241 | .043 | -.030 | .527\*\* |
| Sig. (2-tailed) |  | .179 | .219 | .052 | .062 | .360 | .963 | .138 | .149 | .200 | .822 | .875 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .252 | 1 | .203 | .186 | .231 | .141 | -.143 | -.150 | .224 | .053 | .009 | .421\* | .406\* |
| Sig. (2-tailed) | .179 |  | .282 | .325 | .220 | .459 | .450 | .430 | .234 | .782 | .961 | .020 | .026 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .231 | .203 | 1 | .346 | .033 | .170 | .131 | .072 | .000 | -.091 | .433\* | .255 | .460\* |
| Sig. (2-tailed) | .219 | .282 |  | .061 | .861 | .369 | .490 | .704 | 1.000 | .631 | .017 | .174 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .358 | .186 | .346 | 1 | .039 | .205 | .174 | .210 | -.181 | -.057 | .229 | .230 | .434\* |
| Sig. (2-tailed) | .052 | .325 | .061 |  | .839 | .278 | .358 | .265 | .339 | .767 | .223 | .221 | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .345 | .231 | .033 | .039 | 1 | .391\* | .028 | .270 | .261 | .507\*\* | .136 | .440\* | .640\*\* |
| Sig. (2-tailed) | .062 | .220 | .861 | .839 |  | .033 | .883 | .149 | .163 | .004 | .474 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .173 | .141 | .170 | .205 | .391\* | 1 | .362\* | .316 | .216 | .220 | .318 | .283 | .642\*\* |
| Sig. (2-tailed) | .360 | .459 | .369 | .278 | .033 |  | .049 | .089 | .253 | .243 | .087 | .130 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .009 | -.143 | .131 | .174 | .028 | .362\* | 1 | .465\*\* | .307 | -.168 | .277 | -.094 | .393\* |
| Sig. (2-tailed) | .963 | .450 | .490 | .358 | .883 | .049 |  | .010 | .098 | .373 | .138 | .623 | .032 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .277 | -.150 | .072 | .210 | .270 | .316 | .465\*\* | 1 | .387\* | .259 | .254 | -.194 | .540\*\* |
| Sig. (2-tailed) | .138 | .430 | .704 | .265 | .149 | .089 | .010 |  | .034 | .167 | .176 | .305 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .270 | .224 | .000 | -.181 | .261 | .216 | .307 | .387\* | 1 | .182 | .195 | .091 | .495\*\* |
| Sig. (2-tailed) | .149 | .234 | 1.000 | .339 | .163 | .253 | .098 | .034 |  | .335 | .302 | .633 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .241 | .053 | -.091 | -.057 | .507\*\* | .220 | -.168 | .259 | .182 | 1 | .088 | .182 | .424\* |
| Sig. (2-tailed) | .200 | .782 | .631 | .767 | .004 | .243 | .373 | .167 | .335 |  | .642 | .335 | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y11 | Pearson Correlation | .043 | .009 | .433\* | .229 | .136 | .318 | .277 | .254 | .195 | .088 | 1 | .276 | .526\*\* |
| Sig. (2-tailed) | .822 | .961 | .017 | .223 | .474 | .087 | .138 | .176 | .302 | .642 |  | .139 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y12 | Pearson Correlation | -.030 | .421\* | .255 | .230 | .440\* | .283 | -.094 | -.194 | .091 | .182 | .276 | 1 | .472\*\* |
| Sig. (2-tailed) | .875 | .020 | .174 | .221 | .015 | .130 | .623 | .305 | .633 | .335 | .139 |  | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_Y | Pearson Correlation | .527\*\* | .406\* | .460\* | .434\* | .640\*\* | .642\*\* | .393\* | .540\*\* | .495\*\* | .424\* | .526\*\* | .472\*\* | 1 |
| Sig. (2-tailed) | .003 | .026 | .011 | .016 | .000 | .000 | .032 | .002 | .005 | .020 | .003 | .008 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**LAMPIRAN 8**

**Hasil Transformasi Data Variabel Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | |  |  |  |  |  |  |  |  |  |  |  |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total |
| 5,364 | 5,222 | 5,201 | 5,535 | 4,019 | 4,362 | 5,279 | 4,114 | 5,790 | 5,402 | 5,535 | 5,613 | 61,435 |
| 4,022 | 4,050 | 5,201 | 5,535 | 3,136 | 4,362 | 3,000 | 5,333 | 5,790 | 4,125 | 5,535 | 4,219 | 54,308 |
| 4,022 | 5,222 | 3,950 | 5,535 | 3,136 | 5,584 | 4,021 | 5,333 | 4,341 | 5,402 | 5,535 | 5,613 | 57,695 |
| 5,364 | 5,222 | 5,201 | 5,535 | 4,019 | 3,244 | 4,021 | 4,114 | 5,790 | 4,125 | 5,535 | 5,613 | 57,783 |
| 5,364 | 5,222 | 3,950 | 5,535 | 5,093 | 3,244 | 5,279 | 5,333 | 5,790 | 4,125 | 4,143 | 4,219 | 57,296 |
| 5,364 | 5,222 | 5,201 | 5,535 | 5,093 | 5,584 | 5,279 | 4,114 | 5,790 | 5,402 | 5,535 | 5,613 | 63,731 |
| 4,022 | 5,222 | 5,201 | 5,535 | 5,093 | 5,584 | 5,279 | 4,114 | 5,790 | 4,125 | 5,535 | 5,613 | 61,113 |
| 5,364 | 4,050 | 5,201 | 4,143 | 4,019 | 3,244 | 4,021 | 3,000 | 4,341 | 5,402 | 3,000 | 4,219 | 50,002 |
| 4,022 | 4,050 | 3,000 | 5,535 | 5,093 | 5,584 | 5,279 | 5,333 | 5,790 | 5,402 | 5,535 | 5,613 | 60,236 |
| 5,364 | 5,222 | 3,950 | 4,143 | 5,093 | 2,000 | 3,000 | 4,114 | 5,790 | 5,402 | 3,000 | 4,219 | 51,295 |
| 5,364 | 4,050 | 5,201 | 5,535 | 4,019 | 5,584 | 5,279 | 4,114 | 4,341 | 3,000 | 5,535 | 4,219 | 56,240 |
| 4,022 | 5,222 | 5,201 | 5,535 | 3,136 | 3,244 | 4,021 | 3,000 | 4,341 | 5,402 | 5,535 | 5,613 | 54,272 |
| 5,364 | 5,222 | 3,950 | 5,535 | 2,000 | 3,244 | 5,279 | 4,114 | 5,790 | 4,125 | 5,535 | 5,613 | 55,770 |
| 4,022 | 4,050 | 5,201 | 5,535 | 2,000 | 4,362 | 5,279 | 5,333 | 4,341 | 5,402 | 5,535 | 4,219 | 55,278 |
| 5,364 | 5,222 | 5,201 | 5,535 | 4,019 | 4,362 | 5,279 | 5,333 | 5,790 | 4,125 | 4,143 | 4,219 | 58,591 |
| 5,364 | 5,222 | 5,201 | 5,535 | 3,136 | 4,362 | 5,279 | 4,114 | 5,790 | 3,000 | 5,535 | 4,219 | 56,756 |
| 4,022 | 4,050 | 3,950 | 4,143 | 5,093 | 5,584 | 5,279 | 5,333 | 4,341 | 5,402 | 4,143 | 5,613 | 56,952 |
| 5,364 | 5,222 | 5,201 | 5,535 | 4,019 | 4,362 | 4,021 | 3,000 | 4,341 | 3,000 | 3,000 | 5,613 | 52,678 |
| 4,022 | 3,000 | 3,950 | 4,143 | 3,136 | 4,362 | 5,279 | 5,333 | 5,790 | 4,125 | 4,143 | 3,000 | 50,282 |
| 5,364 | 3,000 | 5,201 | 5,535 | 3,136 | 4,362 | 4,021 | 4,114 | 4,341 | 5,402 | 4,143 | 4,219 | 52,837 |
| 5,364 | 5,222 | 5,201 | 5,535 | 5,093 | 5,584 | 5,279 | 5,333 | 5,790 | 5,402 | 5,535 | 5,613 | 64,951 |
| 5,364 | 4,050 | 5,201 | 4,143 | 5,093 | 4,362 | 3,000 | 3,000 | 4,341 | 4,125 | 5,535 | 5,613 | 53,827 |
| 3,000 | 3,000 | 3,950 | 4,143 | 3,136 | 3,244 | 5,279 | 4,114 | 4,341 | 3,000 | 4,143 | 4,219 | 45,566 |
| 5,364 | 4,050 | 5,201 | 4,143 | 5,093 | 4,362 | 3,000 | 5,333 | 4,341 | 5,402 | 5,535 | 4,219 | 56,042 |
| 5,364 | 4,050 | 3,000 | 5,535 | 5,093 | 4,362 | 4,021 | 5,333 | 5,790 | 4,125 | 4,143 | 5,613 | 56,430 |
| 5,364 | 4,050 | 5,201 | 4,143 | 5,093 | 4,362 | 4,021 | 4,114 | 4,341 | 5,402 | 5,535 | 5,613 | 57,238 |
| 4,022 | 5,222 | 3,000 | 4,143 | 4,019 | 4,362 | 3,000 | 3,000 | 5,790 | 5,402 | 4,143 | 5,613 | 51,715 |
| 4,022 | 4,050 | 5,201 | 4,143 | 3,136 | 3,244 | 4,021 | 5,333 | 4,341 | 3,000 | 5,535 | 4,219 | 50,244 |
| 4,022 | 5,222 | 3,950 | 5,535 | 4,019 | 4,362 | 4,021 | 3,000 | 3,000 | 4,125 | 4,143 | 5,613 | 51,013 |
| 5,364 | 3,000 | 5,201 | 5,535 | 5,093 | 5,584 | 5,279 | 5,333 | 5,790 | 5,402 | 5,535 | 5,613 | 62,729 |
| 5,364 | 3,000 | 3,950 | 5,535 | 4,019 | 3,244 | 5,279 | 4,114 | 3,000 | 4,125 | 4,143 | 4,219 | 49,991 |
| 3,000 | 4,050 | 5,201 | 4,143 | 4,019 | 4,362 | 5,279 | 3,000 | 5,790 | 3,000 | 5,535 | 5,613 | 52,991 |
| 5,364 | 3,000 | 3,950 | 3,000 | 3,136 | 3,244 | 5,279 | 5,333 | 5,790 | 4,125 | 5,535 | 4,219 | 51,974 |
| 5,364 | 5,222 | 5,201 | 4,143 | 5,093 | 5,584 | 5,279 | 5,333 | 5,790 | 5,402 | 5,535 | 5,613 | 63,558 |
| 5,364 | 3,000 | 3,000 | 3,000 | 5,093 | 4,362 | 5,279 | 4,114 | 5,790 | 5,402 | 4,143 | 3,000 | 51,546 |
| 5,364 | 5,222 | 3,000 | 5,535 | 3,136 | 4,362 | 5,279 | 4,114 | 4,341 | 4,125 | 4,143 | 3,000 | 51,620 |
| 5,364 | 4,050 | 5,201 | 3,000 | 4,019 | 4,362 | 4,021 | 4,114 | 5,790 | 5,402 | 5,535 | 5,613 | 56,471 |
| 3,000 | 3,000 | 3,000 | 4,143 | 3,136 | 3,244 | 3,000 | 3,000 | 4,341 | 4,125 | 4,143 | 4,219 | 42,350 |
| 3,000 | 3,000 | 5,201 | 5,535 | 4,019 | 5,584 | 4,021 | 5,333 | 4,341 | 4,125 | 5,535 | 5,613 | 55,309 |

**LAMPIRAN 9**

**Hasil Uji Validitas dan Uji Reliabilitas Kuesioner Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Kerjasama Tim (X1)** | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Jumlah |
| 1 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 44 |
| ¹ | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 41 |
| 3 | 5 | 5 | 4 | 5 | 2 | 3 | 5 | 4 | 5 | 4 | 42 |
| 4 | 4 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 4 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 6 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 44 |
| 7 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 42 |
| 9 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 41 |
| 10 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 42 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 41 |
| 13 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 36 |
| 14 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 44 |
| 15 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 16 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 17 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 40 |
| 18 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 39 |
| 19 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 40 |
| 20 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 21 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 40 |
| 22 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 40 |
| 23 | 5 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 40 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 25 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| 26 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 42 |
| 27 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 28 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |
| 29 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| Total | 135 | 122 | 133 | 137 | 117 | 120 | 133 | 126 | 132 | 127 | 1282 |

**LAMPIRAN 10**

**Jawaban Kuesioner Responden Variabel Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Kerjasama Tim (X1)** | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Jumlah |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 46 |
| 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 41 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 43 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 6 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 9 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 10 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 11 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 12 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 42 |
| 14 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 44 |
| 15 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 16 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 40 |
| 17 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 42 |
| 18 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 47 |
| 19 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 41 |
| 20 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 45 |
| 21 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 48 |
| 22 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 46 |
| 23 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 24 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 44 |
| 25 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 43 |
| 26 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 42 |
| 27 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 45 |
| 28 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 41 |
| 29 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 46 |
| 30 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 31 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 4 | 42 |
| 32 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 45 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 34 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 5 | 42 |
| 35 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 5 | 39 |
| 36 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 37 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 47 |
| 38 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 39 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| Total | 181 | 170 | 177 | 177 | 175 | 167 | 179 | 168 | 171 | 186 | 1751 |

**LAMPIRAN 11**

**Data Output Uji Validitas dan Reliabilitas Variabel Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | | X1.1 | X1.2 | | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL\_X1 |
| X1.1 | Pearson Correlation | | 1 | .285 | | .152 | .290 | .320 | .204 | .162 | .234 | .228 | .274 | .624\*\* |
| Sig. (2-tailed) | |  | .127 | | .421 | .119 | .085 | .280 | .392 | .213 | .226 | .142 | .000 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | | .285 | 1 | | .169 | .283 | .052 | .180 | .008 | -.176 | .147 | .029 | .392\* |
| Sig. (2-tailed) | | .127 |  | | .373 | .129 | .785 | .342 | .968 | .352 | .437 | .880 | .032 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | | .152 | .169 | | 1 | .128 | .107 | .321 | .084 | .188 | -.014 | -.002 | .430\* |
| Sig. (2-tailed) | | .421 | .373 | |  | .500 | .574 | .084 | .660 | .319 | .940 | .992 | .018 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | | .290 | .283 | | .128 | 1 | -.019 | .262 | .219 | -.030 | -.078 | .081 | .378\* |
| Sig. (2-tailed) | | .119 | .129 | | .500 |  | .921 | .162 | .244 | .874 | .682 | .670 | .039 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | | .320 | .052 | | .107 | -.019 | 1 | .621\*\* | -.133 | .161 | .127 | .358 | .563\*\* |
| Sig. (2-tailed) | | .085 | .785 | | .574 | .921 |  | .000 | .483 | .396 | .503 | .052 | .001 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | | .204 | .180 | | .321 | .262 | .621\*\* | 1 | .205 | .370\* | .240 | .321 | .749\*\* |
| Sig. (2-tailed) | | .280 | .342 | | .084 | .162 | .000 |  | .278 | .044 | .202 | .084 | .000 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | | .162 | .008 | | .084 | .219 | -.133 | .205 | 1 | .435\* | .290 | -.124 | .395\* |
| Sig. (2-tailed) | | .392 | .968 | | .660 | .244 | .483 | .278 |  | .016 | .121 | .512 | .031 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | | .234 | -.176 | | .188 | -.030 | .161 | .370\* | .435\* | 1 | .317 | .255 | .551\*\* |
| Sig. (2-tailed) | | .213 | .352 | | .319 | .874 | .396 | .044 | .016 |  | .088 | .175 | .002 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | | .228 | .147 | | -.014 | -.078 | .127 | .240 | .290 | .317 | 1 | .158 | .458\* |
| Sig. (2-tailed) | | .226 | .437 | | .940 | .682 | .503 | .202 | .121 | .088 |  | .405 | .011 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | | .274 | .029 | | -.002 | .081 | .358 | .321 | -.124 | .255 | .158 | 1 | .482\*\* |
| Sig. (2-tailed) | | .142 | .880 | | .992 | .670 | .052 | .084 | .512 | .175 | .405 |  | .007 |
| N | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | | .624\*\* | .392\* | | .430\* | .378\* | .563\*\* | .749\*\* | .395\* | .551\*\* | .458\* | .482\*\* | 1 |
| Sig. (2-tailed) | | .000 | .032 | | .018 | .039 | .001 | .000 | .031 | .002 | .011 | .007 |  |
| 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). | | | | | | | | | | | | | | |
| Reliability Statistics | | | | | | | | | | | | | | |
| Cronbach's Alpha | | N of Items | | |
| .715 | | 11 | | |

**LAMPIRAN 12**

**Hasil Transformasi Data Variabel Kerjasama Tim (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | |  |  |  |  |  |  |  |  |  |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total |
| 5,624 | 5,319 | 5,711 | 5,497 | 5,255 | 4,083 | 5,949 | 4,049 | 4,107 | 4,000 | 49,595 |
| 5,624 | 4,056 | 4,262 | 4,103 | 5,255 | 4,083 | 4,430 | 3,000 | 3,000 | 5,714 | 43,528 |
| 5,624 | 5,319 | 5,711 | 5,497 | 5,255 | 5,320 | 5,949 | 5,278 | 5,412 | 5,714 | 55,079 |
| 5,624 | 4,056 | 4,262 | 5,497 | 3,000 | 4,083 | 4,430 | 4,049 | 5,412 | 5,714 | 46,127 |
| 4,000 | 5,319 | 5,711 | 4,103 | 5,255 | 5,320 | 5,949 | 5,278 | 5,412 | 5,714 | 52,061 |
| 5,624 | 3,000 | 5,711 | 4,103 | 5,255 | 5,320 | 4,430 | 5,278 | 5,412 | 5,714 | 49,847 |
| 5,624 | 5,319 | 5,711 | 5,497 | 5,255 | 5,320 | 5,949 | 5,278 | 5,412 | 5,714 | 55,079 |
| 4,000 | 3,000 | 3,000 | 5,497 | 3,961 | 5,320 | 4,430 | 5,278 | 5,412 | 5,714 | 45,611 |
| 5,624 | 5,319 | 4,262 | 5,497 | 5,255 | 4,083 | 5,949 | 4,049 | 4,107 | 5,714 | 49,859 |
| 5,624 | 5,319 | 4,262 | 5,497 | 3,961 | 4,083 | 4,430 | 5,278 | 4,107 | 5,714 | 48,275 |
| 4,000 | 5,319 | 4,262 | 5,497 | 5,255 | 5,320 | 5,949 | 5,278 | 4,107 | 5,714 | 50,701 |
| 5,624 | 4,056 | 5,711 | 5,497 | 3,961 | 5,320 | 4,430 | 5,278 | 5,412 | 5,714 | 51,003 |
| 4,000 | 4,056 | 4,262 | 4,103 | 3,961 | 5,320 | 5,949 | 4,049 | 3,000 | 5,714 | 44,414 |
| 5,624 | 4,056 | 5,711 | 5,497 | 5,255 | 5,320 | 4,430 | 3,000 | 4,107 | 4,000 | 47,001 |
| 5,624 | 4,056 | 4,262 | 5,497 | 5,255 | 4,083 | 5,949 | 5,278 | 5,412 | 5,714 | 51,130 |
| 5,624 | 3,000 | 5,711 | 3,000 | 3,961 | 4,083 | 5,949 | 4,049 | 3,000 | 4,000 | 42,378 |
| 4,000 | 5,319 | 4,262 | 5,497 | 3,000 | 4,083 | 4,430 | 4,049 | 4,107 | 5,714 | 44,461 |
| 5,624 | 5,319 | 5,711 | 5,497 | 3,961 | 5,320 | 5,949 | 4,049 | 4,107 | 5,714 | 51,251 |
| 4,000 | 3,000 | 5,711 | 5,497 | 3,000 | 4,083 | 4,430 | 5,278 | 4,107 | 4,000 | 43,106 |
| 5,624 | 5,319 | 5,711 | 4,103 | 5,255 | 3,000 | 5,949 | 5,278 | 3,000 | 5,714 | 48,953 |
| 5,624 | 5,319 | 5,711 | 5,497 | 3,961 | 5,320 | 4,430 | 5,278 | 5,412 | 5,714 | 52,265 |
| 5,624 | 5,319 | 5,711 | 5,497 | 3,000 | 4,083 | 5,949 | 5,278 | 4,107 | 5,714 | 50,282 |
| 4,000 | 5,319 | 4,262 | 4,103 | 5,255 | 4,083 | 4,430 | 5,278 | 4,107 | 4,000 | 44,837 |
| 5,624 | 4,056 | 4,262 | 5,497 | 5,255 | 4,083 | 4,430 | 3,000 | 5,412 | 5,714 | 47,333 |
| 5,624 | 5,319 | 3,000 | 5,497 | 3,961 | 3,000 | 5,949 | 4,049 | 4,107 | 5,714 | 46,220 |
| 4,000 | 3,000 | 4,262 | 4,103 | 5,255 | 3,000 | 5,949 | 5,278 | 5,412 | 4,000 | 44,259 |
| 5,624 | 4,056 | 5,711 | 4,103 | 5,255 | 4,083 | 5,949 | 3,000 | 5,412 | 5,714 | 48,908 |
| 4,000 | 3,000 | 4,262 | 5,497 | 5,255 | 3,000 | 4,430 | 4,049 | 5,412 | 4,000 | 42,905 |
| 4,000 | 5,319 | 5,711 | 5,497 | 5,255 | 3,000 | 5,949 | 5,278 | 4,107 | 5,714 | 49,830 |
| 5,624 | 5,319 | 5,711 | 4,103 | 5,255 | 4,083 | 5,949 | 4,049 | 4,107 | 5,714 | 49,914 |
| 4,000 | 5,319 | 5,711 | 3,000 | 5,255 | 3,000 | 5,949 | 3,000 | 5,412 | 4,000 | 44,646 |
| 4,000 | 4,056 | 5,711 | 4,103 | 5,255 | 3,000 | 5,949 | 5,278 | 5,412 | 5,714 | 48,479 |
| 5,624 | 5,319 | 5,711 | 5,497 | 5,255 | 5,320 | 4,430 | 4,049 | 5,412 | 5,714 | 52,331 |
| 5,624 | 4,056 | 5,711 | 3,000 | 3,961 | 5,320 | 5,949 | 3,000 | 3,000 | 5,714 | 45,336 |
| 4,000 | 4,056 | 4,262 | 4,103 | 3,000 | 5,320 | 3,000 | 3,000 | 4,107 | 5,714 | 40,562 |
| 5,624 | 5,319 | 5,711 | 4,103 | 5,255 | 5,320 | 5,949 | 4,049 | 5,412 | 5,714 | 52,456 |
| 5,624 | 5,319 | 5,711 | 5,497 | 3,961 | 5,320 | 5,949 | 4,049 | 5,412 | 4,000 | 50,842 |
| 4,000 | 4,056 | 5,711 | 5,497 | 5,255 | 5,320 | 5,949 | 5,278 | 5,412 | 5,714 | 52,192 |
| 5,624 | 4,056 | 4,262 | 5,497 | 5,255 | 5,320 | 5,949 | 5,278 | 5,412 | 5,714 | 52,367 |

**LAMPIRAN 13**

**Hasil Uji Validitas dan Reliabilitas Variabel Semangat Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Semangat Kerja (X2)** | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Jumlah |
| 1 | 5 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 5 | 5 | 3 | 4 | 49 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 53 |
| 3 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 51 |
| 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 55 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 6 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 7 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 53 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 9 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 50 |
| 10 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 48 |
| 11 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 13 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 51 |
| 14 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 44 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 53 |
| 16 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 54 |
| 17 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| 18 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 49 |
| 19 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 5 | 4 | 47 |
| 20 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 49 |
| 21 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 22 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 48 |
| 23 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 50 |
| 24 | 5 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 49 |
| 25 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 26 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 49 |
| 27 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 49 |
| 28 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 55 |
| 29 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 41 |
| 30 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 52 |
| Total | 135 | 122 | 132 | 134 | 123 | 117 | 131 | 125 | 132 | 127 | 134 | 132 | 1544 |

**LAMPIRAN 14**

**Jawaban Kuesioner Responden Variabel Semangat Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Semangat Kerja (X2)** | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Jumlah |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 2 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 52 |
| 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 54 |
| 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 54 |
| 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 53 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 57 |
| 8 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 48 |
| 9 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 10 | 5 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 5 | 5 | 3 | 4 | 49 |
| 11 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 53 |
| 12 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 51 |
| 13 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 55 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 16 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 53 |
| 17 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 50 |
| 19 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 48 |
| 20 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 51 |
| 23 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 44 |
| 24 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 53 |
| 25 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 53 |
| 26 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| 27 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 49 |
| 28 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 48 |
| 29 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 49 |
| 30 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 31 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 48 |
| 32 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 50 |
| 33 | 5 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 49 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 35 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 49 |
| 36 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 49 |
| 37 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 53 |
| 38 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 41 |
| 39 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 52 |
| Total | 177 | 163 | 172 | 175 | 162 | 155 | 172 | 165 | 175 | 168 | 176 | 175 | 2035 |

**LAMPIRAN 15**

**Data Output Uji Validitas dan Reliabilitas Variabel Semangat Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | | |
|  | | X2.1 | | X2.2 | X2.3 | | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | 1 | | .285 | .122 | | .150 | .363\* | .093 | .146 | .209 | .228 | .274 | .000 | -.070 | .510\*\* |
| Sig. (2-tailed) |  | | .127 | .519 | | .429 | .049 | .624 | .442 | .269 | .226 | .142 | 1.000 | .714 | .004 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .285 | | 1 | .119 | | .336 | .187 | .011 | -.089 | -.228 | .147 | .029 | -.062 | .321 | .371\* |
| Sig. (2-tailed) | .127 | |  | .531 | | .070 | .321 | .954 | .639 | .225 | .437 | .880 | .745 | .084 | .043 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .122 | | .119 | 1 | | .313 | .095 | .307 | -.022 | .170 | -.058 | -.046 | .527\*\* | .345 | .500\*\* |
| Sig. (2-tailed) | .519 | | .531 |  | | .092 | .616 | .099 | .908 | .370 | .762 | .808 | .003 | .062 | .005 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .150 | | .336 | .313 | | 1 | -.026 | .246 | .194 | -.023 | -.229 | -.090 | .041 | .276 | .375\* |
| Sig. (2-tailed) | .429 | | .070 | .092 | |  | .892 | .191 | .303 | .904 | .223 | .637 | .831 | .139 | .041 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .363\* | | .187 | .095 | | -.026 | 1 | .339 | .045 | .232 | .184 | .491\*\* | .104 | .411\* | .634\*\* |
| Sig. (2-tailed) | .049 | | .321 | .616 | | .892 |  | .067 | .812 | .217 | .331 | .006 | .585 | .024 | .000 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .093 | | .011 | .307 | | .246 | .339 | 1 | .343 | .316 | .088 | .159 | .318 | .283 | .627\*\* |
| Sig. (2-tailed) | .624 | | .954 | .099 | | .191 | .067 |  | .064 | .089 | .645 | .403 | .087 | .130 | .000 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .146 | | -.089 | -.022 | | .194 | .045 | .343 | 1 | .386\* | .247 | -.141 | .127 | -.152 | .378\* |
| Sig. (2-tailed) | .442 | | .639 | .908 | | .303 | .812 | .064 |  | .035 | .188 | .456 | .505 | .424 | .039 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .209 | | -.228 | .170 | | -.023 | .232 | .316 | .386\* | 1 | .280 | .216 | .254 | -.194 | .478\*\* |
| Sig. (2-tailed) | .269 | | .225 | .370 | | .904 | .217 | .089 | .035 |  | .133 | .252 | .176 | .305 | .007 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .228 | | .147 | -.058 | | -.229 | .184 | .088 | .247 | .280 | 1 | .158 | .124 | .016 | .379\* |
| Sig. (2-tailed) | .226 | | .437 | .762 | | .223 | .331 | .645 | .188 | .133 |  | .405 | .515 | .931 | .039 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .274 | | .029 | -.046 | | -.090 | .491\*\* | .159 | -.141 | .216 | .158 | 1 | .052 | .145 | .415\* |
| Sig. (2-tailed) | .142 | | .880 | .808 | | .637 | .006 | .403 | .456 | .252 | .405 |  | .785 | .444 | .023 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | .000 | | -.062 | .527\*\* | | .041 | .104 | .318 | .127 | .254 | .124 | .052 | 1 | .276 | .468\*\* |
| Sig. (2-tailed) | 1.000 | | .745 | .003 | | .831 | .585 | .087 | .505 | .176 | .515 | .785 |  | .139 | .009 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | -.070 | | .321 | .345 | | .276 | .411\* | .283 | -.152 | -.194 | .016 | .145 | .276 | 1 | .460\* |
| Sig. (2-tailed) | .714 | | .084 | .062 | | .139 | .024 | .130 | .424 | .305 | .931 | .444 | .139 |  | .011 |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | .510\*\* | | .371\* | .500\*\* | | .375\* | .634\*\* | .627\*\* | .378\* | .478\*\* | .379\* | .415\* | .468\*\* | .460\* | 1 |
| Sig. (2-tailed) | .004 | | .043 | .005 | | .041 | .000 | .000 | .039 | .007 | .039 | .023 | .009 | .011 |  |
| N | 30 | | 30 | 30 | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | |
| **Reliability Statistics** | | | | | | | | | | | | | | | | |
| Cronbach's Alpha | | | N of Items | | |
| .709 | | | 13 | | |

**LAMPIRAN 16**

**Hasil Transformasi Data Variabel Semangat Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | |  |  |  |  |  |  |  |  |  |  |  |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | Total |
| 5,326 | 5,266 | 5,239 | 5,574 | 5,101 | 5,526 | 5,372 | 5,289 | 5,790 | 5,402 | 5,535 | 5,574 | 64,994 |
| 5,326 | 4,083 | 3,986 | 4,181 | 3,000 | 4,328 | 4,072 | 5,289 | 5,790 | 4,125 | 5,535 | 5,574 | 55,289 |
| 3,983 | 5,266 | 3,986 | 5,574 | 3,000 | 5,526 | 4,072 | 5,289 | 4,341 | 5,402 | 5,535 | 5,574 | 57,547 |
| 5,326 | 5,266 | 5,239 | 5,574 | 3,999 | 3,244 | 4,072 | 4,080 | 5,790 | 4,125 | 5,535 | 5,574 | 57,824 |
| 5,326 | 4,083 | 3,986 | 5,574 | 5,101 | 3,244 | 5,372 | 5,289 | 5,790 | 4,125 | 4,143 | 4,181 | 56,212 |
| 5,326 | 5,266 | 5,239 | 5,574 | 5,101 | 5,526 | 5,372 | 4,080 | 5,790 | 5,402 | 5,535 | 5,574 | 63,785 |
| 3,983 | 5,266 | 5,239 | 5,574 | 5,101 | 5,526 | 5,372 | 4,080 | 5,790 | 4,125 | 5,535 | 5,574 | 61,165 |
| 5,326 | 4,083 | 5,239 | 4,181 | 3,999 | 3,244 | 4,072 | 3,000 | 4,341 | 5,402 | 3,000 | 4,181 | 50,067 |
| 3,983 | 4,083 | 3,000 | 5,574 | 5,101 | 5,526 | 5,372 | 5,289 | 5,790 | 5,402 | 5,535 | 5,574 | 60,228 |
| 5,326 | 5,266 | 3,986 | 4,181 | 5,101 | 2,000 | 3,000 | 4,080 | 5,790 | 5,402 | 3,000 | 4,181 | 51,313 |
| 5,326 | 4,083 | 5,239 | 5,574 | 3,999 | 5,526 | 5,372 | 4,080 | 4,341 | 3,000 | 5,535 | 4,181 | 56,256 |
| 3,983 | 5,266 | 5,239 | 5,574 | 3,000 | 3,244 | 4,072 | 3,000 | 4,341 | 5,402 | 5,535 | 5,574 | 54,229 |
| 5,326 | 5,266 | 3,986 | 5,574 | 5,101 | 3,244 | 5,372 | 4,080 | 5,790 | 4,125 | 5,535 | 5,574 | 58,973 |
| 3,983 | 4,083 | 5,239 | 5,574 | 5,101 | 4,328 | 5,372 | 5,289 | 4,341 | 5,402 | 5,535 | 4,181 | 58,427 |
| 5,326 | 5,266 | 5,239 | 5,574 | 3,999 | 4,328 | 5,372 | 5,289 | 5,790 | 4,125 | 4,143 | 4,181 | 58,632 |
| 5,326 | 5,266 | 5,239 | 5,574 | 3,000 | 4,328 | 5,372 | 4,080 | 5,790 | 3,000 | 5,535 | 4,181 | 56,692 |
| 3,983 | 4,083 | 3,986 | 4,181 | 5,101 | 5,526 | 5,372 | 5,289 | 4,341 | 5,402 | 4,143 | 5,574 | 56,979 |
| 5,326 | 5,266 | 5,239 | 5,574 | 3,999 | 4,328 | 4,072 | 3,000 | 4,341 | 3,000 | 3,000 | 5,574 | 52,719 |
| 3,983 | 3,000 | 3,986 | 4,181 | 3,000 | 4,328 | 5,372 | 5,289 | 5,790 | 4,125 | 4,143 | 3,000 | 50,196 |
| 5,326 | 3,000 | 5,239 | 5,574 | 3,000 | 4,328 | 4,072 | 4,080 | 4,341 | 5,402 | 4,143 | 4,181 | 52,686 |
| 5,326 | 5,266 | 5,239 | 5,574 | 5,101 | 5,526 | 5,372 | 5,289 | 5,790 | 5,402 | 5,535 | 5,574 | 64,994 |
| 5,326 | 4,083 | 5,239 | 4,181 | 5,101 | 4,328 | 3,000 | 3,000 | 4,341 | 4,125 | 5,535 | 5,574 | 53,834 |
| 3,000 | 3,000 | 3,986 | 4,181 | 3,000 | 3,244 | 5,372 | 4,080 | 4,341 | 3,000 | 4,143 | 4,181 | 45,527 |
| 5,326 | 4,083 | 5,239 | 4,181 | 5,101 | 4,328 | 3,000 | 5,289 | 4,341 | 5,402 | 5,535 | 4,181 | 56,006 |
| 5,326 | 4,083 | 3,000 | 5,574 | 5,101 | 4,328 | 4,072 | 5,289 | 5,790 | 4,125 | 4,143 | 5,574 | 56,404 |
| 5,326 | 4,083 | 5,239 | 4,181 | 5,101 | 4,328 | 4,072 | 4,080 | 4,341 | 5,402 | 5,535 | 5,574 | 57,262 |
| 3,983 | 5,266 | 3,000 | 4,181 | 3,999 | 4,328 | 3,000 | 3,000 | 5,790 | 5,402 | 4,143 | 5,574 | 51,665 |
| 3,983 | 4,083 | 5,239 | 4,181 | 3,000 | 3,244 | 4,072 | 5,289 | 4,341 | 3,000 | 5,535 | 4,181 | 50,147 |
| 3,983 | 5,266 | 3,986 | 5,574 | 3,999 | 4,328 | 4,072 | 3,000 | 3,000 | 4,125 | 4,143 | 5,574 | 51,049 |
| 5,326 | 3,000 | 5,239 | 5,574 | 5,101 | 5,526 | 5,372 | 5,289 | 5,790 | 5,402 | 5,535 | 5,574 | 62,728 |
| 5,326 | 3,000 | 3,986 | 5,574 | 3,999 | 3,244 | 5,372 | 4,080 | 3,000 | 4,125 | 4,143 | 4,181 | 50,030 |
| 3,000 | 4,083 | 5,239 | 4,181 | 3,999 | 4,328 | 5,372 | 3,000 | 5,790 | 3,000 | 5,535 | 5,574 | 53,101 |
| 5,326 | 3,000 | 3,986 | 3,000 | 3,000 | 3,244 | 5,372 | 5,289 | 5,790 | 4,125 | 5,535 | 4,181 | 51,847 |
| 5,326 | 5,266 | 5,239 | 4,181 | 5,101 | 5,526 | 5,372 | 5,289 | 5,790 | 5,402 | 5,535 | 5,574 | 63,601 |
| 5,326 | 3,000 | 3,000 | 3,000 | 5,101 | 4,328 | 5,372 | 4,080 | 5,790 | 5,402 | 4,143 | 3,000 | 51,541 |
| 5,326 | 5,266 | 3,000 | 5,574 | 3,000 | 4,328 | 5,372 | 4,080 | 4,341 | 4,125 | 4,143 | 3,000 | 51,555 |
| 5,326 | 4,083 | 5,239 | 3,000 | 3,999 | 4,328 | 4,072 | 4,080 | 5,790 | 5,402 | 5,535 | 5,574 | 56,428 |
| 3,000 | 3,000 | 3,000 | 4,181 | 3,000 | 3,244 | 3,000 | 3,000 | 4,341 | 4,125 | 4,143 | 4,181 | 42,214 |
| 3,000 | 3,000 | 5,239 | 5,574 | 3,999 | 5,526 | 4,072 | 5,289 | 4,341 | 4,125 | 5,535 | 5,574 | 55,275 |

**LAMPIRAN 17**

**Hasil Uji Validitas dan Reliabilitas Kuesioner Loyalitas Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Loyalitas Kerja (X3)** | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Jumlah |
| 1 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 32 |
| 2 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 37 |
| 3 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 32 |
| 4 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 36 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 37 |
| 6 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 7 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 8 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 9 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 32 |
| 10 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 34 |
| 11 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 33 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 13 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 33 |
| 14 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 32 |
| 15 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 35 |
| 16 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 17 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 18 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 30 |
| 19 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 33 |
| 20 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 31 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 22 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 32 |
| 23 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 35 |
| 24 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 33 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 26 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 27 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 32 |
| 28 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 30 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 37 |
| Total | 132 | 137 | 122 | 119 | 131 | 125 | 132 | 134 | 1032 |

**LAMPIRAN 18**

**Jawaban Kuesioner Responden Variabel Loyalitas Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp | **Loyalitas Kerja (X3)** | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Jumlah |
| 1 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 2 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 3 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 35 |
| 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 35 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 6 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 7 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 8 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 30 |
| 9 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 10 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 32 |
| 11 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 37 |
| 12 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 32 |
| 13 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 36 |
| 14 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 37 |
| 15 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 16 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 18 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 32 |
| 19 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 34 |
| 20 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 33 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 22 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 33 |
| 23 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 31 |
| 24 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 35 |
| 25 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 26 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 27 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 30 |
| 28 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 33 |
| 29 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 31 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 31 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 32 |
| 32 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 35 |
| 33 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 33 |
| 34 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 35 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 33 |
| 36 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 32 |
| 37 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 38 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 27 |
| 39 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 37 |
| Total | 172 | 175 | 162 | 158 | 173 | 165 | 175 | 176 | 1356 |

**LAMPIRAN 19**

**Data Output Uji Validitas dan Reliabilitas Variabel Loyalitas Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | TOTAL\_X3 |
| X3.1 | Pearson Correlation | 1 | .229 | .065 | .295 | .094 | .170 | -.058 | .527\*\* | .547\*\* |
| Sig. (2-tailed) |  | .224 | .733 | .114 | .623 | .370 | .762 | .003 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .229 | 1 | .124 | .211 | .343 | .012 | -.160 | .006 | .401\* |
| Sig. (2-tailed) | .224 |  | .513 | .262 | .063 | .951 | .400 | .976 | .028 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .065 | .124 | 1 | .503\*\* | -.094 | .193 | .215 | .071 | .509\*\* |
| Sig. (2-tailed) | .733 | .513 |  | .005 | .620 | .307 | .255 | .711 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .295 | .211 | .503\*\* | 1 | .160 | .337 | .199 | .120 | .667\*\* |
| Sig. (2-tailed) | .114 | .262 | .005 |  | .400 | .069 | .291 | .527 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .094 | .343 | -.094 | .160 | 1 | .408\* | .189 | .206 | .542\*\* |
| Sig. (2-tailed) | .623 | .063 | .620 | .400 |  | .025 | .318 | .276 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .170 | .012 | .193 | .337 | .408\* | 1 | .280 | .254 | .643\*\* |
| Sig. (2-tailed) | .370 | .951 | .307 | .069 | .025 |  | .133 | .176 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | -.058 | -.160 | .215 | .199 | .189 | .280 | 1 | .124 | .404\* |
| Sig. (2-tailed) | .762 | .400 | .255 | .291 | .318 | .133 |  | .515 | .027 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .527\*\* | .006 | .071 | .120 | .206 | .254 | .124 | 1 | .529\*\* |
| Sig. (2-tailed) | .003 | .976 | .711 | .527 | .276 | .176 | .515 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | .547\*\* | .401\* | .509\*\* | .667\*\* | .542\*\* | .643\*\* | .404\* | .529\*\* | 1 |
| Sig. (2-tailed) | .002 | .028 | .004 | .000 | .002 | .000 | .027 | .003 |  |
| N | 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). | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .719 | 9 |

**LAMPIRAN 20**

**Hasil Tranformasi Data Variabel Loyalitas Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | |  |  |  |  |  |  |  |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total |
| 3,986 | 4,181 | 4,056 | 5,516 | 5,332 | 5,289 | 5,790 | 5,535 | 39,685 |
| 5,239 | 5,574 | 5,204 | 4,249 | 5,332 | 5,289 | 5,790 | 5,535 | 42,213 |
| 3,986 | 5,574 | 3,000 | 5,516 | 4,035 | 5,289 | 4,341 | 5,535 | 37,276 |
| 5,239 | 5,574 | 4,056 | 3,000 | 4,035 | 4,080 | 5,790 | 5,535 | 37,310 |
| 3,986 | 5,574 | 5,204 | 4,249 | 5,332 | 5,289 | 5,790 | 4,143 | 39,566 |
| 5,239 | 5,574 | 5,204 | 5,516 | 5,332 | 4,080 | 5,790 | 5,535 | 42,271 |
| 5,239 | 5,574 | 5,204 | 5,516 | 5,332 | 4,080 | 5,790 | 5,535 | 42,271 |
| 5,239 | 4,181 | 4,056 | 3,000 | 4,035 | 3,000 | 4,341 | 3,000 | 30,852 |
| 3,000 | 5,574 | 5,204 | 5,516 | 5,332 | 5,289 | 5,790 | 5,535 | 41,240 |
| 3,986 | 4,181 | 5,204 | 4,249 | 3,000 | 4,080 | 5,790 | 3,000 | 33,490 |
| 5,239 | 5,574 | 4,056 | 5,516 | 5,332 | 4,080 | 4,341 | 5,535 | 39,674 |
| 5,239 | 5,574 | 3,000 | 3,000 | 4,035 | 3,000 | 4,341 | 5,535 | 33,725 |
| 3,986 | 5,574 | 5,204 | 3,000 | 5,332 | 4,080 | 5,790 | 5,535 | 38,501 |
| 5,239 | 5,574 | 4,056 | 4,249 | 5,332 | 5,289 | 4,341 | 5,535 | 39,616 |
| 5,239 | 5,574 | 4,056 | 4,249 | 5,332 | 5,289 | 5,790 | 4,143 | 39,672 |
| 5,239 | 5,574 | 3,000 | 4,249 | 5,332 | 4,080 | 5,790 | 5,535 | 38,800 |
| 3,986 | 4,181 | 5,204 | 5,516 | 5,332 | 5,289 | 4,341 | 4,143 | 37,991 |
| 5,239 | 5,574 | 4,056 | 4,249 | 4,035 | 3,000 | 4,341 | 3,000 | 33,494 |
| 3,986 | 4,181 | 3,000 | 4,249 | 5,332 | 5,289 | 5,790 | 4,143 | 35,970 |
| 5,239 | 5,574 | 3,000 | 4,249 | 4,035 | 4,080 | 4,341 | 4,143 | 34,662 |
| 5,239 | 5,574 | 5,204 | 5,516 | 5,332 | 5,289 | 5,790 | 5,535 | 43,479 |
| 5,239 | 4,181 | 5,204 | 4,249 | 3,000 | 3,000 | 4,341 | 5,535 | 34,749 |
| 3,986 | 4,181 | 3,000 | 3,000 | 5,332 | 4,080 | 4,341 | 4,143 | 32,063 |
| 5,239 | 4,181 | 5,204 | 4,249 | 3,000 | 5,289 | 4,341 | 5,535 | 37,038 |
| 3,000 | 5,574 | 5,204 | 4,249 | 4,035 | 5,289 | 5,790 | 4,143 | 37,284 |
| 5,239 | 4,181 | 5,204 | 4,249 | 4,035 | 4,080 | 4,341 | 5,535 | 36,865 |
| 3,000 | 4,181 | 4,056 | 4,249 | 3,000 | 3,000 | 5,790 | 4,143 | 31,418 |
| 5,239 | 4,181 | 3,000 | 3,000 | 4,035 | 5,289 | 4,341 | 5,535 | 34,621 |
| 3,986 | 5,574 | 4,056 | 4,249 | 4,035 | 3,000 | 3,000 | 4,143 | 32,043 |
| 5,239 | 5,574 | 5,204 | 5,516 | 5,332 | 5,289 | 5,790 | 5,535 | 43,479 |
| 3,986 | 5,574 | 4,056 | 3,000 | 5,332 | 4,080 | 3,000 | 4,143 | 33,171 |
| 5,239 | 4,181 | 4,056 | 4,249 | 5,332 | 3,000 | 5,790 | 5,535 | 37,382 |
| 3,986 | 3,000 | 3,000 | 3,000 | 5,332 | 5,289 | 5,790 | 5,535 | 34,932 |
| 5,239 | 4,181 | 5,204 | 5,516 | 5,332 | 5,289 | 5,790 | 5,535 | 42,086 |
| 3,000 | 3,000 | 5,204 | 4,249 | 5,332 | 4,080 | 5,790 | 4,143 | 34,798 |
| 3,000 | 5,574 | 3,000 | 4,249 | 5,332 | 4,080 | 4,341 | 4,143 | 33,719 |
| 5,239 | 3,000 | 4,056 | 4,249 | 4,035 | 4,080 | 5,790 | 5,535 | 35,985 |
| 3,000 | 4,181 | 3,000 | 3,000 | 3,000 | 3,000 | 4,341 | 4,143 | 27,664 |
| 5,239 | 5,574 | 4,056 | 5,516 | 4,035 | 5,289 | 4,341 | 5,535 | 39,585 |

**LAMPIRAN 21**

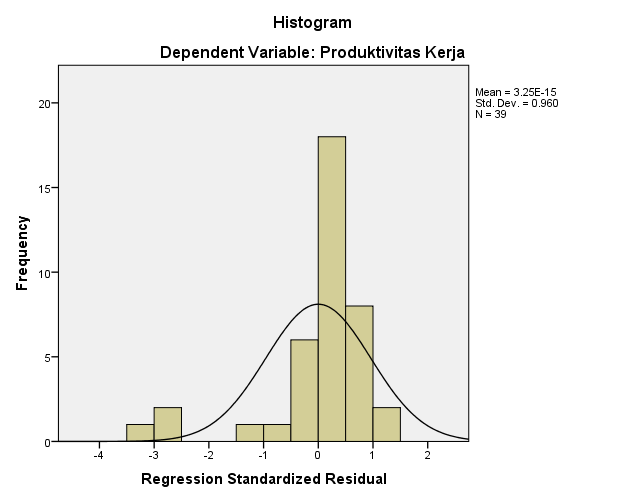
**Hasil Analisis Data**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | | | | |
|  | | | | | Unstandardized Residual |
| N | | | | | 39 |
| Normal Parametersa,b | | Mean | | | 34.7692 |
| Std. Deviation | | | 3.21771 |
| Most Extreme Differences | | Absolute | | | .082 |
| Positive | | | .082 |
| Negative | | | -.073 |
| Test Statistic | | | | | .082 |
| Asymp. Sig. (2-tailed) | | | | | .200c,d |
| a. Test distribution is Normal. | | | | | |
| b. Calculated from data. | | | | | |
| c. Lilliefors Significance Correction. | | | | | |
| d. This is a lower bound of the true significance. | | | | | |
| **Model Summaryb** | | | | | | |
| Model | R | R Square | | Adjusted R Square | Std. Error of the Estimate | |
| 1 | .981a | .963 | | .960 | .80322 | |
| a. Predictors: (Constant), Loyalitas Kerja, Kerjasama Tim, Semangat Kerja | | | | | | |
| b. Dependent Variable: Produktivitas Kerja | | | | | | |

|  |  |
| --- | --- |
| **Runs Test** | |
|  | Unstandardized Residual |
| Test Valuea | .17009 |
| Cases < Test Value | 19 |
| Cases >= Test Value | 20 |
| Total Cases | 39 |
| Number of Runs | 19 |
| Z | -.321 |
| Asymp. Sig. (2-tailed) | .749 |
| a. Median | |

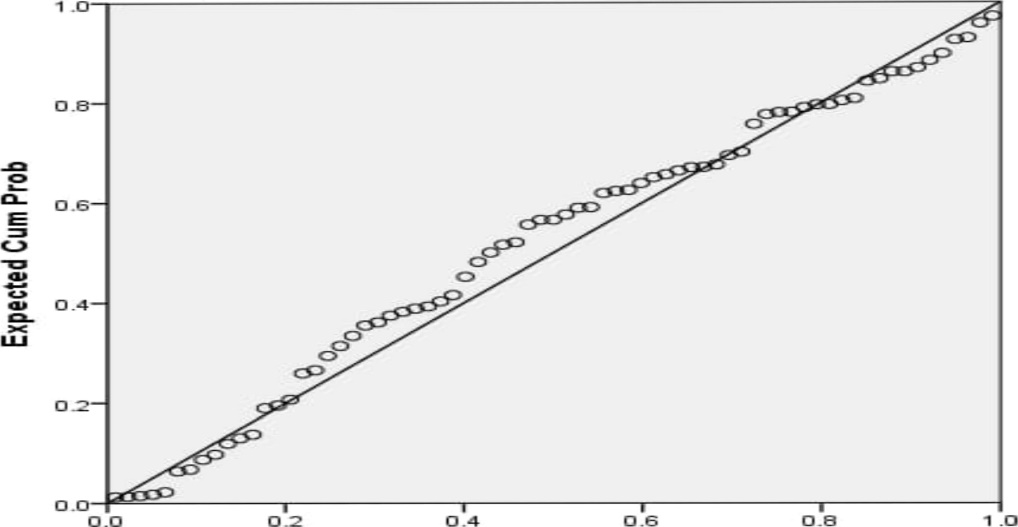
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 593.317 | 3 | 197.772 | 306.544 | .000b |
| Residual | 22.581 | 35 | .645 |  |  |
| Total | 615.897 | 38 |  |  |  |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |
| b. Predictors: (Constant), Loyalitas Kerja, Kerjasama Tim, Semangat Kerja | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
| B | Std. Error | Beta | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | -.123 | 1.024 |  | -.120 | .905 |  |  |  |  |  |
| X1 | .072 | .019 | .051 | 3.725 | .001 | .190 | .533 | .050 | .956 | 1.046 |
| X2 | .869 | .028 | .918 | 31.547 | .000 | .995 | .983 | .425 | .214 | 4.667 |
| X3 | .101 | .037 | .078 | 2.720 | .010 | .891 | .418 | .037 | .218 | 4.582 |
| a. Dependent Variable: Y1 | | | | | | | | | | | |



**Normal P-P Plot of Regression Standardized Residual**

**Dependent Variable: Produktivitas Kerja**



0.0

**Observed Cum Prob**