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Lampiran 1

KATA PENGANTAR KUESIONER

Perihal : Permohonan Pengisian Kuesioner
Judul : Pengaruh Kompetensi Karyawan, Motivasi Kerja, dan
Lingkungan Kerja Fisik Terhadap Kinerja Karyawan Perumda Air
Minum Tirta Baribis Kabupaten Brebes.

Kepada Yth,

Bapak/Ibu/Saudara/i Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Mochamad Azrul Rizaqi (4119500230) mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini, saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian, setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini, atas perhatian dan bantuannya, saya ucapkan banyak terima kasih.

Hormat saya,

Mochamad Azrul Rizaqi

KARAKTERISTIK RESPONDEN

A. PETUNJUK PENGISIAN

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi keseluruhan yang ada
2. Beri tanda (✓) pada kolom yang tersedia

B. DATA RESPONDEN

1. Jenis Kelamin : Laki – Laki
 Perempuan
2. Pendidikan Terakhir : SLTA/ sederajat
 DIII/ Diploma
 S1/ Strata
 S2
3. Umur : 20 – 25 tahun
 26 – 35 tahun
 36 – 45 tahun
 >45 tahun

C. KETERANGAN JAWABAN

Sangat Setuju (SS)

Setuju (S)

Netral (N)

Tidak Setuju (TS)

Sangat Tidak Setuju (STS)

1. Kinerja Karyawan (Y)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1.	Saya selalu menaati perintah yang diberikan oleh atasan					
2.	Saya selalu melaksanakan pekerjaan dengan baik					
3.	Saya selalu mengambil tanggung jawab atas tindakan dan keputusan saya dalam bekerja					
4.	Saya merasa tanggung jawab untuk mencapai tujuan yang telah ditetapkan, baik secara individu maupun dalam tim					
5.	Saya mampu memberikan hasil kerja yang baik secara konsisten					
6.	Saya melaksanakan pekerjaan secara cepat dan tepat waktu					
7.	Saya selalu tanggung jawab atas keputusan yang di ambil					
8.	Saya tidak semena-mena dengan jabatan yang saya miliki					
9.	Saya mampu bekerja sama dengan kompak dalam menyelesaikan pekerjaan dalam tim					
10.	Saya mampu mengarahkan sesama rekan kerja dalam menyelesaikan pekerjaan secara maksimal					

2. Kompetensi Karyawan (X1)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1.	Saya merasa terdorong untuk terus belajar dan mengembangkan diri					
2.	Saya terbiasa menghargai dan menghormati perbedaan karakteristik antar individu					
3.	Saya merasa tugas yang diberikan sesuai dengan kemampuan dan keahlian saya					
4.	Saya konsisten menjaga kejujuran dalam melakukan pekerjaan					
5.	Saya merasa nyaman berbagi ide atau pendapat dengan atasan dan rekan kerja					
6.	Saya dapat mengerjakan tugas dengan metode yang lebih efektif					
7.	Saya memanfaatkan waktu kerja dengan efisien untuk menyelesaikan pekerjaan					
8.	Saya merasa bahwa kenaikan gaji merupakan kontribusi hasil kinerja					
9.	Saya sering berada di bawah tekanan atau deadline dalam menjalankan tugas-tugas kerja saya					
10.	Saya merasa antusias dan bersemangat dlm menjalankan tugas-tugas kerja saya setiap hari					

3. Motivasi Kerja (X2)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1.	Saya merasa bahwa kompetisi sehat dengan rekan kerja dapat meningkatkan motivasi saya untuk berprestasi					
2.	Saya memastikan untuk bertanya kepada rekan kerja jika ada hal yang tidak jelas atau informasi yang belum saya terima					
3.	Saya memanfaatkan buku dan sumber belajar lainnya untuk meningkatkan pemahaman dan keterampilannya					
4.	Saya selalu menunjukkan dedikasi dan komitmen dalam menjalankan pekerjaan					
5.	Saya merasa semangat untuk berkolaborasi dengan rekan kerja dalam mencapai tujuan bersama					
6.	Saya merasa bahwa mematuhi peraturan adalah bentuk tanggung jawab dan kedisiplinan yang penting					
7.	Saya selalu berusaha untuk menghormati dan menghargai keputusan yang diambil oleh pimpinan					
8.	Saya selalu berusaha untuk meningkatkan keterampilan dan pengetahuan saya agar dihargai oleh orang lain					
9.	Saya merasa bahwa meningkatkan keterampilan dan pengetahuan saya adalah cara untuk menghindari diremehkan					
10.	Kehadiran saya di dalam tim sangat di perlukan rekan kerja saya					

4. Lingkungan Kerja Fisik (X3)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1.	Saya merasa tingkat penerangan di tempat kerja saya memadai untuk melakukan tugas dengan efisien					
2.	Saya merasa sirkulasi udara ditempat kerja saya cukup nyaman dan bersih					
3.	Saya merasa perusahaan memberikan perlindungan yang memadai untuk keamanan karyawan					
4.	Saya merasa bahwa suhu udara di tempat kerja mendukung produktivitas karyawan					
5.	Saya merasa tingkat kelembaban di tempat kerja ini sesuai dengan prefrensi saya					
6.	Saya merasa terganggu oleh kebisingan di lingkungan kerja					
7.	Getaran mekanis di tempat kerja sering mengganggu kenyamanan saya saat bekerja					
8.	Saya sering merasa terganggu oleh aroma atau bau-bauan yang tidak menyenangkan di tempat kerja					
9.	Saya merasa tata warna di tempat kerja ini menciptakan suasana yang menyenangkan					
10.	Dekorasi di tempat kerja ini menciptakan lingkungan kerja yang menyenangkan					

Lampiran 2 Surat Balasan Instansi



PERUSAHAAN UMUM DAERAH AIR MINUM TIRTA BARIBIS

KABUPATEN BREBES

Jl. Taman Siswa No. 3 Telp. /fax (0283) 671696 Brebes 52212

Brebes, 10 Juni 2024

Nomor	: 690/PAM.TB/295 /2024	Kepada :	Yth. Dekan Fakultas Ekonomi &
Lampiran	: -		Bisnis Universitas Pancasakti
Perihal	: Ijin Penelitian dan Permintaan Data	di -	TEGAL

Disampaikan dengan hormat, menindaklanjuti surat dari Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal pada tanggal 13 November 2023 Nomor 63/K/E/FEB/UPS/XI/2023 Perihal Ijin Persetujuan Ijin Penelitian dan Permintaan Data atas nama :

Nama	: Mochamad Azrul Rizaqi
NPM	: 4119500230
Prodi	: Manajemen
Judul Skripsi	: Pengaruh Kompetensi Karyawan, Motivasi Kerja dan Lingkungan Kerja Fisik Terhadap Kinerja Karyawan Perumda Air Minum Tirta Baribis Kab. Brebes.

Maka bersama ini kami mengijinkan untuk melaksanakan Penelitian dan Permintaan Data di Perumda Air Minum Tirta Baribis Kab.Brebes terhitung mulai tanggal 26 Desember 2023 s/d 26 Mei 2024.

Demikian untuk diketahui dan dilaksanakan sesuai ketentuan.

PERUMDA AIR MINUM TIRTA BARIBIS
KABUPATEN BREBES

Direktur Utama;



AGUS ISYONO, S.E., M.M

NPP. 690 970 083

Lampiran 3 Jawaban Kuesioner Uji Validitas dan Uji Reliabilitas

1) Kinerja Karyawan (Y)

NO	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
1	5	2	5	2	2	2	2	2	2	2	26
2	5	5	5	2	5	2	5	5	5	2	41
3	3	3	2	2	2	2	3	2	2	2	23
4	5	5	2	2	2	2	2	3	2	2	27
5	2	2	2	2	2	2	2	2	2	2	20
6	5	5	5	5	5	5	5	5	5	5	50
7	2	2	2	5	5	5	5	5	5	2	38
8	3	3	3	3	3	5	2	5	2	5	34
9	2	2	2	2	2	2	2	2	5	5	26
10	5	5	5	5	5	5	5	5	5	5	50
11	3	5	5	2	2	3	5	5	2	2	34
12	2	2	2	2	2	2	2	2	2	2	20
13	3	2	2	2	2	3	2	2	2	2	22
14	2	3	3	3	3	3	3	3	3	3	29
15	3	2	2	2	2	2	2	2	2	2	21
16	2	2	2	2	3	3	2	2	2	2	22
17	2	2	2	2	2	2	2	2	2	2	20
18	2	2	5	2	3	3	2	3	2	5	29
19	2	2	3	2	2	2	5	2	5	5	30
20	2	5	2	5	2	3	2	5	5	2	33
21	5	5	5	2	5	5	5	5	2	5	44
22	5	5	5	2	2	3	2	2	3	5	34
23	5	5	2	2	2	3	2	2	2	5	30
24	2	5	2	1	3	2	2	5	5	2	29
25	3	2	5	2	2	2	5	2	2	2	27
26	2	2	2	5	2	2	2	3	2	5	27
27	2	2	2	2	3	3	2	2	2	2	22
28	3	5	5	5	5	5	5	5	5	5	48
29	5	5	5	5	5	5	5	5	5	5	50
30	2	2	3	3	2	3	3	2	3	3	26
TOTAL	94	99	97	83	87	91	93	97	93	98	

2) Kompetensi Karyawan (X1)

NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
1	2	2	2	2	3	2	2	5	3	2	25
2	5	5	2	5	5	5	5	5	3	3	43
3	5	2	2	2	2	2	2	2	3	2	24
4	2	2	3	2	3	3	2	2	3	2	24
5	2	2	3	2	3	3	3	2	2	3	25
6	5	5	5	5	5	5	5	5	2	5	47
7	5	2	2	5	5	5	5	5	5	5	44
8	5	5	3	3	3	5	2	5	5	5	41
9	2	5	2	5	5	2	2	2	3	2	30
10	5	5	5	5	5	5	5	5	2	5	47
11	2	2	3	5	2	2	2	2	2	2	24
12	5	2	3	2	2	2	2	2	2	2	24
13	2	2	2	2	2	2	2	2	2	2	20
14	3	3	3	3	3	3	3	3	3	3	30
15	2	2	2	2	2	2	2	2	2	2	20
16	5	5	2	2	3	2	2	2	3	3	29
17	2	2	2	2	2	2	2	2	2	2	20
18	2	3	3	3	2	2	3	5	2	3	28
19	3	3	2	5	2	3	2	3	2	5	30
20	5	5	3	5	5	3	5	2	2	5	40
21	5	5	2	2	5	5	5	5	3	3	40
22	5	2	3	3	2	3	3	5	5	2	33
23	5	5	2	5	5	5	5	5	2	2	41
24	2	1	2	2	5	5	2	2	1	2	24
25	2	2	2	2	5	2	2	5	2	2	26
26	2	2	2	5	2	2	5	5	3	2	30
27	2	5	2	5	2	2	2	2	2	2	26
28	5	5	2	5	5	2	5	5	5	5	44
29	5	5	5	5	5	5	5	5	5	5	50
30	3	3	3	2	3	3	3	2	2	3	27
TOTAL	105	99	79	103	103	94	95	104	83	91	

3) Motivasi 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	2	5	5	2	2	2	2	2	2	5	29
2	2	2	3	5	5	5	2	2	2	3	31
3	2	2	2	2	2	2	2	2	3	3	22
4	3	2	2	2	2	2	2	3	3	3	24
5	3	3	2	2	3	2	2	2	2	2	23
6	5	5	5	5	5	5	5	5	2	2	44
7	3	3	5	5	2	2	2	3	2	2	29
8	5	3	3	5	5	5	5	5	2	3	41
9	2	2	2	2	5	2	2	2	2	2	23
10	5	5	5	5	5	5	5	2	5	3	45
11	2	2	2	2	2	2	3	2	2	3	22
12	5	5	5	5	5	5	5	5	5	5	50
13	2	2	2	2	2	2	2	2	2	2	20
14	3	3	3	3	3	3	3	3	3	3	30
15	2	2	2	2	2	2	2	2	2	2	20
16	3	2	5	2	2	3	3	2	5	2	29
17	2	2	2	2	2	2	2	2	2	2	20
18	3	5	2	3	3	2	2	2	5	3	30
19	2	2	3	3	3	3	3	5	2	5	31
20	5	5	2	2	2	2	2	5	2	5	32
21	2	5	5	5	5	5	2	5	5	3	42
22	2	3	2	5	2	5	5	5	5	5	39
23	2	2	5	5	5	5	5	5	5	5	44
24	1	3	2	2	5	1	5	1	2	5	27
25	2	2	3	2	2	2	2	2	2	2	21
26	2	2	5	2	2	2	2	2	2	2	23
27	2	5	2	2	2	5	5	2	2	2	29
28	5	5	5	5	5	5	5	5	5	2	47
29	5	5	5	5	5	5	5	5	5	5	50
30	2	2	5	3	3	2	2	2	5	3	29
TOTAL	86	96	101	97	98	95	94	92	93	94	

4) Lingkungan Kerja Fisik (X3)

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	TOTAL
1	3	2	2	5	2	2	3	3	3	3	28
2	2	2	5	2	2	5	2	5	5	5	35
3	3	2	3	2	3	3	3	3	3	3	28
4	3	2	2	2	2	2	3	2	2	2	22
5	2	2	2	3	3	3	3	3	3	3	27
6	5	5	5	5	5	2	2	2	2	2	35
7	2	2	2	2	2	3	5	3	2	3	26
8	3	3	3	3	3	3	3	3	3	3	30
9	2	2	2	2	2	2	2	3	2	2	21
10	5	5	5	5	5	2	2	2	5	5	41
11	2	3	3	2	3	2	3	2	2	2	24
12	2	2	2	2	2	2	2	2	2	2	20
13	2	2	2	2	2	2	2	2	2	2	20
14	3	3	3	3	3	3	3	3	3	3	30
15	2	2	2	2	2	2	2	2	2	2	20
16	2	2	3	3	3	2	2	3	2	2	24
17	2	2	2	2	2	2	2	2	2	2	20
18	2	2	3	3	3	2	3	5	2	2	27
19	2	2	2	2	2	2	2	2	2	2	20
20	2	5	2	5	2	2	2	2	2	2	26
21	5	2	2	5	3	2	5	5	2	5	36
22	2	3	2	2	2	5	5	2	3	2	28
23	5	5	2	5	3	2	2	5	5	5	39
24	1	2	3	1	2	3	2	2	5	2	23
25	2	2	2	3	3	3	2	2	3	3	25
26	2	2	2	5	2	3	2	2	2	2	24
27	5	5	5	5	2	2	2	2	2	2	32
28	2	3	5	5	3	5	5	5	5	3	41
29	5	5	5	5	5	5	5	5	5	5	50
30	5	2	2	2	2	5	3	3	2	2	28
TOTAL	85	83	85	95	80	83	84	87	85	83	

Lampiran 4 Hasil Uji Validitas

1) Kinerja Karyawan (Y)

		Correlations										
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	.655**	.583**	.100	.391*	.330	.332	.283	.087	.306	.579**
	Sig. (2-tailed)		.000	.001	.600	.032	.075	.073	.130	.648	.100	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.655**	1	.440*	.258	.460*	.416*	.378*	.678**	.412*	.288	.714**
	Sig. (2-tailed)	.000		.015	.168	.010	.022	.039	.000	.024	.123	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.583**	.440*	1	.200	.508**	.428*	.636**	.425*	.216	.405*	.692**
	Sig. (2-tailed)	.001	.015		.290	.004	.018	.000	.019	.252	.026	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.100	.258	.200	1	.539**	.650**	.410*	.557**	.524**	.378*	.648**
	Sig. (2-tailed)	.600	.168	.290		.002	.000	.024	.001	.003	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.391*	.460*	.508**	.539**	1	.773**	.681**	.744**	.562**	.338	.844**
	Sig. (2-tailed)	.032	.010	.004	.002		.000	.000	.000	.001	.067	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.330	.416*	.428*	.650**	.773**	1	.517**	.676**	.351	.511**	.792**
	Sig. (2-tailed)	.075	.022	.018	.000	.000		.003	.000	.057	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.332	.378*	.636**	.410*	.681**	.517**	1	.566**	.506**	.240	.748**
	Sig. (2-tailed)	.073	.039	.000	.024	.000	.003		.001	.004	.202	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.283	.678**	.425*	.557**	.744**	.676**	.566**	1	.566**	.237	.813**
	Sig. (2-tailed)	.130	.000	.019	.001	.000	.000	.001		.001	.207	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.087	.412*	.216	.524**	.562**	.351	.506**	.566**	1	.290	.645**
	Sig. (2-tailed)	.648	.024	.252	.003	.001	.057	.004	.001		.120	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.306	.288	.405*	.378*	.338	.511**	.240	.237	.290	1	.572**
	Sig. (2-tailed)	.100	.123	.026	.040	.067	.004	.202	.207	.120		.001
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.579**	.714**	.692**	.648**	.844**	.792**	.748**	.813**	.645**	.572**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.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).

2) Kompetensi Karyawan (X1)

		Correlations										
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	.557**	.319	.290	.428*	.544**	.580**	.416*	.490**	.568**	.756**
	Sig. (2-tailed)		.001	.086	.121	.018	.002	.001	.022	.006	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.557**	1	.287	.544**	.522**	.393*	.508**	.315	.230	.531**	.721**
	Sig. (2-tailed)	.001		.125	.002	.003	.032	.004	.090	.221	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.319	.287	1	.254	.213	.412*	.349	.229	.080	.507**	.494**
	Sig. (2-tailed)	.086	.125		.176	.259	.024	.059	.223	.676	.004	.005
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.290	.544**	.254	1	.380*	.300	.597**	.357	.213	.503**	.653**
	Sig. (2-tailed)	.121	.002	.176		.039	.107	.001	.053	.258	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.428*	.522**	.213	.380*	1	.647**	.629**	.428*	.158	.451*	.714**
	Sig. (2-tailed)	.018	.003	.259	.039		.000	.000	.018	.406	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.544**	.393*	.412*	.300	.647**	1	.586**	.484**	.208	.516**	.735**
	Sig. (2-tailed)	.002	.032	.024	.107	.000		.001	.007	.271	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.580**	.508**	.349	.597**	.629**	.586**	1	.625**	.293	.552**	.837**
	Sig. (2-tailed)	.001	.004	.059	.001	.000	.001		.000	.117	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.416*	.315	.229	.357	.428*	.484**	.625**	1	.498**	.394*	.695**
	Sig. (2-tailed)	.022	.090	.223	.053	.018	.007	.000		.005	.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.490**	.230	.080	.213	.158	.208	.293	.498**	1	.387*	.508**
	Sig. (2-tailed)	.006	.221	.676	.258	.406	.271	.117	.005		.034	.004
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.568**	.531**	.507**	.503**	.451*	.516**	.552**	.394*	.387*	1	.774**
	Sig. (2-tailed)	.001	.003	.004	.005	.012	.004	.002	.031	.034		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.756**	.721**	.494**	.653**	.714**	.735**	.837**	.695**	.508**	.774**	1
	Sig. (2-tailed)	.000	.000	.005	.000	.000	.000	.000	.000	.004	.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).

3) Motivasi Kerja (X2)

		Correlations										
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	.615**	.374*	.516**	.409*	.491**	.459*	.568**	.297	.078	.686**
	Sig. (2-tailed)		.000	.042	.004	.025	.006	.011	.001	.111	.683	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.615**	1	.343	.411*	.357	.471**	.429*	.402*	.336	.255	.657**
	Sig. (2-tailed)	.000		.064	.024	.053	.009	.018	.028	.069	.174	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.374*	.343	1	.567**	.391*	.440*	.276	.347	.491**	.091	.623**
	Sig. (2-tailed)	.042	.064		.001	.033	.015	.139	.060	.006	.632	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.516**	.411*	.567**	1	.674**	.818**	.568**	.675**	.514**	.242	.863**
	Sig. (2-tailed)	.004	.024	.001		.000	.000	.001	.000	.004	.198	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.409*	.357	.391*	.674**	1	.605**	.556**	.406*	.341	.222	.713**
	Sig. (2-tailed)	.025	.053	.033	.000		.000	.001	.026	.065	.239	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.491**	.471**	.440*	.818**	.605**	1	.704**	.650**	.480**	.180	.844**
	Sig. (2-tailed)	.006	.009	.015	.000	.000		.000	.000	.007	.342	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.459*	.429*	.276	.568**	.556**	.704**	1	.481**	.367*	.356	.745**
	Sig. (2-tailed)	.011	.018	.139	.001	.001	.000		.007	.046	.054	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.568**	.402*	.347	.675**	.406*	.650**	.481**	1	.357	.446*	.764**
	Sig. (2-tailed)	.001	.028	.060	.000	.026	.000	.007		.053	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.297	.336	.491**	.514**	.341	.480**	.367*	.357	1	.274	.641**
	Sig. (2-tailed)	.111	.069	.006	.004	.065	.007	.046	.053		.143	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.078	.255	.091	.242	.222	.180	.356	.446*	.274	1	.438*
	Sig. (2-tailed)	.683	.174	.632	.198	.239	.342	.054	.014	.143		.015
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.686**	.657**	.623**	.863**	.713**	.844**	.745**	.764**	.641**	.438*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.015	
	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).

4) Lingkungan Kerja Fisik (X3)

		Correlations										
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	.624**	.390*	.593**	.561**	.020	.147	.266	.163	.505**	.678**
	Sig. (2-tailed)		.000	.033	.001	.001	.916	.440	.155	.390	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.624**	1	.560**	.667**	.584**	-.017	-.011	.057	.339	.323	.657**
	Sig. (2-tailed)	.000		.001	.000	.001	.931	.956	.763	.067	.081	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.390*	.560**	1	.397*	.614**	.314	.080	.292	.527**	.367*	.704**
	Sig. (2-tailed)	.033	.001		.030	.000	.091	.673	.118	.003	.046	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.593**	.667**	.397*	1	.502**	-.064	.136	.311	.228	.430*	.677**
	Sig. (2-tailed)	.001	.000	.030		.005	.739	.475	.094	.225	.018	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.561**	.584**	.614**	.502**	1	.056	.171	.259	.392*	.497**	.711**
	Sig. (2-tailed)	.001	.001	.000	.005		.767	.367	.167	.032	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.020	-.017	.314	-.064	.056	1	.530**	.387*	.500**	.265	.448*
	Sig. (2-tailed)	.916	.931	.091	.739	.767		.003	.035	.005	.157	.013
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.147	-.011	.080	.136	.171	.530**	1	.474**	.160	.302	.450*
	Sig. (2-tailed)	.440	.956	.673	.475	.367	.003		.008	.397	.105	.013
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.266	.057	.292	.311	.259	.387*	.474**	1	.469**	.657**	.642**
	Sig. (2-tailed)	.155	.763	.118	.094	.167	.035	.008		.009	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.163	.339	.527**	.228	.392*	.500**	.160	.469**	1	.685**	.684**
	Sig. (2-tailed)	.390	.067	.003	.225	.032	.005	.397	.009		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.505**	.323	.367*	.430*	.497**	.265	.302	.657**	.685**	1	.778**
	Sig. (2-tailed)	.004	.081	.046	.018	.005	.157	.105	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.678**	.657**	.704**	.677**	.711**	.448*	.450*	.642**	.684**	.778**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.013	.013	.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 5 Hasil Uji Reliabilitas

1) Uji Reliabilitas X1

Reliability Statistics

Cronbach's Alpha	N of Items
.880	10

2) Uji Reliabilitas X2

Reliability Statistics

Cronbach's Alpha	N of Items
.885	10

3) Uji Reliabilitas X3

Reliability Statistics

Cronbach's Alpha	N of Items
.841	10

4) Uji Reliabilitas Y

Reliability Statistics

Cronbach's Alpha	N of Items
.885	10

41	5	5	5	5	5	5	5	5	5	5	50
42	4	2	4	4	4	3	4	4	5	4	38
43	4	4	4	5	4	4	4	4	4	4	41
44	4	4	3	5	3	3	4	5	3	4	38
45	4	4	4	4	4	4	4	4	5	5	42
46	5	5	4	5	4	4	5	4	4	4	44
47	5	5	4	5	4	4	5	4	3	3	42
48	5	5	5	5	5	3	5	5	5	5	48
49	4	4	4	5	4	4	4	5	4	4	42
50	4	5	4	4	5	4	5	3	5	4	43
51	5	5	5	5	4	4	5	5	4	4	46
52	4	4	4	4	4	3	4	4	5	5	41
53	5	5	5	5	5	5	5	5	5	4	49
54	5	5	5	5	5	5	5	5	4	4	48
55	4	3	4	4	4	4	4	5	5	4	41
56	5	4	4	5	5	4	4	4	5	5	45
57	5	4	5	4	5	4	4	5	4	5	45
58	5	5	5	5	5	4	5	5	5	5	49
59	4	4	4	4	4	4	4	4	5	5	42
60	5	4	5	5	5	5	5	5	5	3	47
61	5	5	5	4	5	5	5	5	4	4	47
62	4	3	4	4	3	4	4	3	3	4	36
63	5	5	5	5	5	4	5	4	4	4	46
64	4	4	3	3	4	4	3	4	3	3	35
65	5	4	4	4	5	4	4	5	4	5	44
66	4	2	4	4	4	4	4	2	4	3	35
67	5	5	5	5	5	5	5	5	3	3	46
68	5	5	5	5	5	4	5	5	4	5	48
69	4	5	5	5	4	4	4	5	4	5	45
70	5	4	4	4	4	4	5	5	3	5	43
71	5	5	5	5	5	5	5	5	4	5	49
72	4	4	4	5	5	5	5	4	3	4	43
73	5	5	5	5	4	5	5	5	3	4	46
74	5	5	4	5	4	5	5	5	3	5	46
75	5	5	5	5	4	5	5	5	3	5	47
76	5	5	5	5	5	5	5	5	3	5	48
77	5	5	4	5	4	5	5	5	3	4	45
78	5	5	5	5	5	5	5	5	4	4	48
79	5	5	5	5	5	5	5	5	3	5	48
80	5	5	5	5	5	5	5	5	3	5	48

3. Variabel Motivasi 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	5	5	4	4	4	3	3	5	3	39
2	4	5	5	5	5	5	4	5	5	4	47
3	5	5	5	5	5	5	5	5	5	5	50
4	3	4	3	3	4	3	4	3	3	4	34
5	4	3	4	4	4	4	4	4	3	3	37
6	4	4	3	4	4	4	3	3	3	3	35
7	4	4	4	4	4	4	4	4	4	4	40
8	4	4	3	5	4	5	3	3	4	3	38
9	4	4	4	4	4	4	4	4	4	4	40
10	5	4	4	4	4	5	4	2	2	4	38
11	5	4	5	5	5	5	5	2	2	4	42
12	5	4	4	3	4	5	4	4	4	3	40
13	4	4	3	4	4	4	4	4	4	5	40
14	4	4	5	5	5	4	4	4	4	4	43
15	5	5	5	5	5	5	5	5	5	5	50
16	5	5	5	5	5	5	5	5	5	5	50
17	4	5	5	5	5	4	4	4	4	3	43
18	5	4	5	4	4	5	5	4	5	4	45
19	4	5	5	5	4	4	5	5	5	4	46
20	5	4	5	5	4	4	5	5	4	5	46

4. Variabel Lingkungan Kerja Fisik (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	5	5	5	3	5	5	4	4	3	43
2	4	5	5	4	5	5	5	3	4	4	44
3	5	5	5	5	5	5	5	4	4	4	47
4	3	4	3	4	4	4	4	2	3	4	35
5	3	4	4	4	4	4	4	3	4	3	37
6	4	3	4	3	4	3	3	2	2	2	30
7	4	5	5	5	5	5	4	3	3	3	42
8	4	5	5	4	4	4	5	3	4	4	42
9	4	4	4	4	4	4	4	2	4	4	38
10	4	4	4	4	4	4	4	4	4	4	40
11	4	5	5	5	5	5	5	1	4	4	43
12	4	5	5	4	5	5	5	3	3	3	42
13	2	5	4	4	3	5	3	5	5	4	40
14	4	4	4	4	5	4	5	4	4	5	43
15	4	5	5	5	5	5	4	4	4	4	45
16	5	4	4	4	5	5	5	5	5	5	47
17	5	4	5	4	5	4	5	4	5	4	45
18	4	5	4	4	4	3	5	4	4	4	41
19	5	5	5	5	5	3	5	4	4	5	46
20	5	4	4	4	4	3	5	5	5	4	43
21	5	4	4	4	5	4	4	4	4	5	43
22	4	5	5	4	4	4	3	4	4	4	41
23	3	3	4	4	2	3	4	4	3	3	33
24	4	3	3	5	4	2	4	3	4	5	37
25	2	1	2	1	2	5	5	5	2	2	27
26	4	3	3	3	3	2	2	3	4	4	31
27	4	4	4	4	3	4	5	5	3	5	41
28	4	4	3	4	4	3	3	4	5	5	39
29	4	4	4	4	4	2	4	2	3	3	34
30	3	3	3	3	3	3	3	3	3	3	30
31	3	3	3	4	4	3	4	3	3	4	34
32	4	4	4	4	4	4	4	4	4	4	40
33	4	4	4	4	4	4	4	3	4	4	39
34	5	5	5	5	5	5	5	5	5	5	50
35	3	3	3	3	3	3	3	3	3	3	30
36	3	4	3	3	3	4	4	4	4	4	36
37	3	4	3	4	1	3	3	3	3	3	30
38	3	3	3	3	3	3	3	3	3	3	30
39	5	5	5	5	5	5	5	5	5	5	50
40	1	1	1	1	1	1	1	1	1	1	10
41	5	5	5	5	2	2	2	2	5	5	38
42	4	4	4	4	2	4	4	4	4	4	38
43	3	3	3	3	4	4	4	4	4	4	36
44	3	3	3	3	3	3	3	3	3	5	32
45	5	5	5	5	5	5	4	5	4	2	45
46	4	4	4	4	4	4	4	4	5	5	42
47	4	4	3	4	5	4	4	5	4	4	41
48	5	5	5	5	5	5	5	4	4	5	48
49	3	4	2	2	5	3	5	4	5	4	37
50	5	5	4	5	4	5	5	5	4	4	46
51	3	4	5	5	5	4	4	4	5	5	44
52	5	5	5	4	5	5	4	4	4	4	45
53	4	4	5	5	4	5	5	4	5	4	45
54	3	4	4	4	5	4	5	5	5	5	44
55	5	4	5	4	5	5	5	5	4	4	46
56	4	4	4	4	4	4	4	4	5	5	42

Lampiran 7 MSI

1. Data MSI Variabel Kinerja Karyawan (Y)

Successive Interval											
No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Total
1	3,125	4,233	4,018	4,623	4,600	2,260	4,447	4,136	4,038	1,953	37,433
2	4,447	4,233	4,018	4,623	3,442	4,447	4,447	4,136	4,038	2,995	40,827
3	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
4	3,125	2,808	2,678	2,515	3,442	3,204	3,223	2,801	2,713	2,995	29,505
5	3,125	2,808	2,009	2,935	2,046	3,312	3,125	2,801	2,713	2,995	27,870
6	3,125	2,808	2,009	2,935	2,046	2,089	3,125	1,822	1,880	1,953	23,792
7	4,447	4,233	3,068	2,935	3,209	3,312	3,125	2,801	2,713	2,995	32,838
8	3,125	4,233	3,068	2,935	3,209	3,312	3,125	4,136	2,713	2,995	32,850
9	4,447	4,233	3,068	2,935	3,209	3,312	3,125	2,801	2,713	2,995	32,838
10	4,447	4,233	4,349	4,308	3,209	2,089	2,046	2,801	2,713	2,995	33,191
11	4,447	4,233	3,068	4,308	3,209	3,312	4,447	4,136	4,038	2,995	38,193
12	4,447	4,233	3,068	4,308	3,209	3,312	4,233	1,777	3,459	2,995	35,040
13	3,125	2,808	3,068	2,935	3,209	3,312	4,233	1,000	2,528	4,347	30,564
14	3,125	2,808	3,068	2,935	3,209	3,312	4,233	2,708	3,459	2,995	31,851
15	4,447	4,233	4,349	4,308	4,555	4,671	4,233	4,580	4,600	4,347	44,322
16	4,447	4,233	4,349	4,308	4,555	4,671	4,233	4,580	4,600	4,347	44,322
17	3,125	2,808	2,678	4,623	3,442	4,447	4,233	1,777	4,600	4,347	36,081
18	3,125	2,808	2,678	3,441	2,605	4,447	2,954	2,708	4,600	2,995	32,363
19	3,125	4,233	4,018	4,623	2,605	4,447	4,233	1,777	3,459	4,347	36,867
20	3,125	4,233	2,678	3,441	2,605	4,447	4,447	2,801	4,038	2,995	34,811
21	4,447	4,233	2,678	4,623	3,442	3,204	3,223	2,801	4,038	4,347	37,037
22	4,447	4,233	2,678	3,441	3,442	2,260	3,223	4,136	4,038	2,995	34,893
23	3,125	2,808	2,678	1,701	2,605	3,204	3,223	2,801	1,880	2,995	27,021
24	3,125	1,502	4,018	3,441	1,842	3,204	2,339	1,822	1,473	4,347	27,113
25	3,125	4,233	1,000	1,701	4,600	4,447	4,447	2,801	2,713	2,995	32,063
26	2,046	2,808	1,723	2,515	1,842	1,502	2,339	1,822	2,713	2,995	22,306
27	2,046	2,808	2,678	2,515	3,442	4,447	4,447	2,801	2,713	2,995	30,895
28	3,125	2,808	2,678	3,441	2,605	2,260	3,223	2,801	2,713	2,995	28,650
29	3,125	2,808	2,678	3,441	1,842	3,204	1,613	4,136	2,713	2,995	28,555
30	2,046	1,868	1,723	2,515	2,605	2,260	2,339	1,822	1,880	1,953	21,011
31	3,125	2,808	2,678	3,441	2,605	3,204	2,339	2,801	2,713	1,953	27,669
32	3,125	2,808	2,678	3,441	3,442	3,204	3,223	4,136	4,038	4,347	34,442
33	3,125	2,808	2,678	3,441	3,442	3,204	2,339	2,801	2,713	2,995	29,547
34	4,447	4,233	4,018	4,623	4,600	4,447	4,447	2,801	4,038	4,347	42,003
35	2,046	1,868	1,723	2,515	2,605	2,260	2,339	1,822	1,880	1,953	21,011
36	2,046	4,233	4,018	4,623	4,600	3,204	3,223	4,136	2,713	2,995	35,792
37	2,046	2,808	1,000	4,623	2,605	3,204	3,223	2,801	2,713	2,995	28,020
38	2,046	1,868	2,678	3,441	2,605	3,204	2,339	1,822	1,880	1,953	23,837
39	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
40	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	10,000
41	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
42	3,125	4,233	2,678	3,441	2,605	2,260	3,223	1,000	2,713	2,995	28,273
43	3,125	2,808	2,678	3,441	3,442	3,204	3,223	2,801	2,713	2,995	30,431
44	3,125	4,233	4,018	3,441	3,442	2,260	3,223	2,801	1,880	1,953	30,376
45	2,046	2,808	1,723	1,701	1,842	3,204	3,223	2,801	2,713	2,995	25,057
46	2,046	4,233	2,678	3,441	3,442	3,204	3,223	2,801	2,713	2,995	30,777
47	3,125	2,808	4,018	4,623	4,600	4,447	4,447	2,801	2,713	2,995	36,579
48	3,125	2,808	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	40,591
49	4,447	4,233	2,678	3,441	3,442	3,204	3,223	2,801	4,038	4,347	35,855
50	4,447	4,233	4,018	3,441	4,600	3,204	3,223	2,801	4,038	4,347	38,353
51	3,125	4,233	2,678	2,515	2,605	3,204	4,447	4,136	4,038	4,347	35,329
52	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
53	3,125	2,808	2,678	3,441	3,442	3,204	3,223	2,801	2,713	4,347	31,783

54	3,125	2,808	1,723	2,515	2,605	3,204	3,223	4,136	2,713	4,347	30,400
55	4,447	2,808	4,018	3,441	3,442	4,447	4,447	2,801	4,038	4,347	38,239
56	3,125	2,808	2,678	3,441	2,605	2,260	1,613	4,136	2,713	4,347	29,726
57	4,447	4,233	4,018	2,515	3,442	3,204	3,223	4,136	4,038	4,347	37,604
58	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
59	4,447	4,233	2,678	3,441	1,842	2,260	2,339	2,801	4,038	2,995	31,075
60	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
61	4,447	4,233	2,678	3,441	3,442	2,260	2,339	2,801	4,038	4,347	34,027
62	3,125	4,233	2,678	2,515	4,600	3,204	2,339	2,801	2,713	4,347	32,556
63	3,125	2,808	2,678	4,623	4,600	3,204	3,223	4,136	4,038	4,347	36,783
64	4,447	4,233	2,678	3,441	3,442	2,260	2,339	4,136	4,038	4,347	35,361
65	4,447	2,808	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	41,913
66	3,125	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	42,015
67	3,125	2,808	2,678	3,441	4,600	4,447	4,447	2,801	4,038	2,995	35,382
68	3,125	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	42,015
69	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
70	4,447	4,233	2,678	4,623	3,442	4,447	4,447	4,136	4,038	4,347	40,839
71	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
72	4,447	4,233	4,018	4,623	4,600	4,447	4,447	4,136	4,038	4,347	43,337
73	4,447	4,233	4,018	2,515	3,442	3,204	4,447	4,136	4,038	4,347	38,828
74	4,447	4,233	4,018	2,515	4,600	4,447	4,447	4,136	4,038	4,347	41,230
75	4,447	4,233	4,018	2,515	4,600	4,447	4,447	4,136	4,038	4,347	41,230
76	4,447	4,233	4,018	2,515	4,600	4,447	4,447	4,136	4,038	4,347	41,230
77	4,447	4,233	4,018	2,515	3,442	3,204	3,223	2,801	4,038	2,995	34,917
78	4,447	4,233	4,018	3,441	3,442	4,447	4,447	4,136	4,038	4,347	40,997
79	4,447	4,233	4,018	2,515	4,600	4,447	4,447	4,136	4,038	4,347	41,230
80	4,447	4,233	4,018	2,515	4,600	4,447	4,447	4,136	4,038	4,347	41,230

2. Data MSI Variabel Kompetensi Karyawan (X1)

Successive Interval											
No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
1	4,136	3,239	4,349	2,935	3,209	4,671	2,046	2,154	4,580	2,528	33,847
2	4,136	3,239	3,068	4,308	4,555	3,312	3,125	4,233	4,580	4,600	39,154
3	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	4,580	3,459	43,205
4	1,729	2,419	2,009	2,935	3,209	2,089	3,125	2,154	2,708	3,459	25,835
5	2,756	3,239	2,009	2,935	2,046	3,312	3,125	2,954	2,708	3,459	28,544
6	2,756	2,419	2,009	2,935	2,046	2,089	3,125	2,954	2,708	2,528	25,571
7	2,756	3,239	3,068	2,935	3,209	3,312	3,125	2,954	1,777	2,528	28,904
8	2,756	4,468	3,068	2,935	3,209	3,312	3,125	2,954	2,708	4,600	33,136
9	2,756	3,239	3,068	2,935	3,209	3,312	3,125	2,954	3,581	3,459	31,638
10	2,756	3,239	4,349	4,308	3,209	2,089	2,046	4,233	2,708	3,459	32,396
11	4,136	4,468	3,068	4,308	3,209	3,312	4,447	4,233	1,777	3,459	36,416
12	2,756	3,239	3,068	4,308	3,209	3,312	3,125	4,233	1,777	3,459	32,485
13	1,729	1,776	3,068	2,935	3,209	3,312	2,046	4,233	1,000	2,528	25,835
14	2,756	3,239	3,068	2,935	3,209	3,312	4,447	4,233	2,708	3,459	33,366
15	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	4,580	4,600	44,346
16	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	4,580	4,600	44,346
17	2,756	4,468	3,068	4,308	3,209	4,671	3,125	4,233	1,777	4,600	36,215
18	4,136	4,468	3,068	2,935	4,555	3,312	3,125	2,954	2,708	4,600	35,861
19	2,756	3,239	3,068	2,935	3,209	4,671	4,447	4,233	1,777	3,459	33,795
20	2,756	4,468	4,349	4,308	4,555	3,312	3,125	4,233	2,708	4,600	38,413
21	2,756	3,239	4,349	4,308	3,209	4,671	4,447	4,233	2,708	4,600	38,521
22	2,756	4,468	3,068	4,308	3,209	4,671	4,447	4,233	3,581	4,600	39,341
23	4,136	2,419	2,009	1,900	3,209	3,312	2,046	2,154	3,581	2,528	27,293
24	1,000	1,776	2,009	2,935	3,209	3,312	4,447	2,954	3,581	2,528	27,751
25	2,756	3,239	3,068	1,900	3,209	3,312	2,046	4,233	1,777	3,459	28,998

26	2,756	2,419	2,009	2,935	4,555	3,312	3,125	2,954	3,581	2,528	30,174
27	4,136	3,239	2,009	4,308	4,555	3,312	3,125	4,233	3,581	2,528	35,024
28	2,756	3,239	3,068	2,935	3,209	3,312	3,125	4,233	4,580	2,528	32,984
29	2,756	2,419	3,068	2,935	3,209	3,312	3,125	2,954	3,581	2,528	29,887
30	1,729	2,419	2,009	1,900	2,046	2,089	2,046	2,154	2,708	2,528	21,629
31	1,729	2,419	2,009	1,900	2,046	2,089	2,046	2,154	2,708	2,528	21,629
32	4,136	4,468	3,068	4,308	4,555	4,671	4,447	4,233	4,580	4,600	43,065
33	2,756	3,239	3,068	2,935	3,209	3,312	3,125	2,954	3,581	3,459	31,638
34	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	4,580	4,600	44,346
35	1,729	2,419	2,009	1,900	2,046	2,089	2,046	2,154	2,708	2,528	21,629
36	4,136	3,239	4,349	4,308	4,555	3,312	3,125	4,233	2,708	1,613	35,577
37	4,136	4,468	1,000	4,308	2,046	3,312	3,125	4,233	2,708	1,613	30,949
38	2,756	3,239	3,068	2,935	2,046	3,312	3,125	2,154	3,581	2,528	28,744
39	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	4,580	4,600	44,346
40	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	10,000
41	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	4,580	4,600	44,346
42	2,756	1,776	3,068	2,935	3,209	2,089	3,125	2,954	4,580	3,459	29,951
43	2,756	3,239	3,068	4,308	3,209	3,312	3,125	2,954	3,581	3,459	33,011
44	2,756	3,239	2,009	4,308	2,046	2,089	3,125	4,233	2,708	3,459	29,972
45	2,756	3,239	3,068	2,935	3,209	3,312	3,125	2,954	4,580	4,600	33,778
46	4,136	4,468	3,068	4,308	3,209	3,312	4,447	2,954	3,581	3,459	36,942
47	4,136	4,468	3,068	4,308	3,209	3,312	4,447	2,954	2,708	2,528	35,139
48	4,136	4,468	4,349	4,308	4,555	2,089	4,447	4,233	4,580	4,600	41,764
49	2,756	3,239	3,068	4,308	3,209	3,312	3,125	4,233	3,581	3,459	34,289
50	2,756	4,468	3,068	2,935	4,555	3,312	4,447	2,154	4,580	3,459	35,733
51	4,136	4,468	4,349	4,308	3,209	3,312	4,447	4,233	3,581	3,459	39,501
52	2,756	3,239	3,068	2,935	3,209	2,089	3,125	2,954	4,580	4,600	32,555
53	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	4,580	3,459	43,205
54	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	3,581	3,459	42,206
55	2,756	2,419	3,068	2,935	3,209	3,312	3,125	4,233	4,580	3,459	33,095
56	4,136	3,239	3,068	4,308	4,555	3,312	3,125	2,954	4,580	4,600	37,876
57	4,136	3,239	4,349	2,935	4,555	3,312	3,125	4,233	3,581	4,600	38,064
58	4,136	4,468	4,349	4,308	4,555	3,312	4,447	4,233	4,580	4,600	42,987
59	2,756	3,239	3,068	2,935	3,209	3,312	3,125	2,954	4,580	4,600	33,778
60	4,136	3,239	4,349	4,308	4,555	4,671	4,447	4,233	4,580	2,528	41,046
61	4,136	4,468	4,349	2,935	4,555	4,671	4,447	4,233	3,581	3,459	40,834
62	2,756	2,419	3,068	2,935	2,046	3,312	3,125	2,154	2,708	3,459	27,983
63	4,136	4,468	4,349	4,308	4,555	3,312	4,447	2,954	3,581	3,459	39,569
64	2,756	3,239	2,009	1,900	3,209	3,312	2,046	2,954	2,708	2,528	26,662
65	4,136	3,239	3,068	2,935	4,555	3,312	3,125	4,233	3,581	4,600	36,783
66	2,756	1,776	3,068	2,935	3,209	3,312	3,125	1,502	3,581	2,528	27,791
67	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	2,708	2,528	40,403
68	4,136	4,468	4,349	4,308	4,555	3,312	4,447	4,233	3,581	4,600	41,988
69	2,756	4,468	4,349	4,308	3,209	3,312	3,125	4,233	3,581	4,600	37,940
70	4,136	3,239	3,068	2,935	3,209	3,312	4,447	4,233	2,708	4,600	35,887
71	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	3,581	4,600	43,348
72	2,756	3,239	3,068	4,308	4,555	4,671	4,447	2,954	2,708	3,459	36,166
73	4,136	4,468	4,349	4,308	3,209	4,671	4,447	4,233	2,708	3,459	39,988
74	4,136	4,468	3,068	4,308	3,209	4,671	4,447	4,233	2,708	4,600	39,848
75	4,136	4,468	4,349	4,308	3,209	4,671	4,447	4,233	2,708	4,600	41,129
76	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	2,708	4,600	42,475
77	4,136	4,468	3,068	4,308	3,209	4,671	4,447	4,233	2,708	3,459	38,707
78	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	3,581	3,459	42,206
79	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	2,708	4,600	42,475
80	4,136	4,468	4,349	4,308	4,555	4,671	4,447	4,233	2,708	4,600	42,475

3. Data MSI Variabel Motivasi Kerja (X2)

Successive Interval											
No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
1	2,236	4,671	4,447	3,260	3,270	3,225	2,564	2,274	4,427	2,330	32,703
2	3,272	4,671	4,447	4,447	4,532	4,427	3,379	4,304	4,427	3,374	41,281
3	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
4	2,236	3,473	2,292	2,353	3,270	2,268	3,379	2,274	2,490	3,374	27,409
5	3,272	2,478	3,223	3,260	3,270	3,225	3,379	3,125	2,490	2,330	30,050
6	3,272	3,473	2,292	3,260	3,270	3,225	2,564	2,274	2,490	2,330	28,450
7	3,272	3,473	3,223	3,260	3,270	3,225	3,379	3,125	3,279	3,374	32,879
8	3,272	3,473	2,292	4,447	3,270	4,427	2,564	2,274	3,279	2,330	31,628
9	3,272	3,473	3,223	3,260	3,270	3,225	3,379	3,125	3,279	3,374	32,879
10	4,511	3,473	3,223	3,260	3,270	4,427	3,379	1,617	1,701	3,374	32,234
11	4,511	3,473	4,447	4,447	4,532	4,427	4,489	1,617	1,701	3,374	37,020
12	4,511	3,473	3,223	2,353	3,270	4,427	3,379	3,125	3,279	2,330	33,368
13	3,272	3,473	2,292	3,260	3,270	3,225	3,379	3,125	3,279	4,577	33,151
14	3,272	3,473	4,447	4,447	4,532	3,225	3,379	3,125	3,279	3,374	36,554
15	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
16	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
17	3,272	4,671	4,447	4,447	4,532	3,225	3,379	3,125	3,279	2,330	36,707
18	4,511	3,473	4,447	3,260	3,270	4,427	4,489	3,125	4,427	3,374	38,803
19	3,272	4,671	4,447	4,447	3,270	3,225	4,489	4,304	4,427	3,374	39,927
20	4,511	3,473	4,447	4,447	3,270	3,225	4,489	4,304	3,279	4,577	40,023
21	4,511	3,473	3,223	4,447	3,270	3,225	4,489	4,304	3,279	4,577	38,798
22	4,511	4,671	4,447	4,447	4,532	4,427	3,379	3,125	4,427	3,374	41,341
23	2,236	2,478	2,292	3,260	3,270	4,427	2,564	2,274	2,490	2,330	27,620
24	3,272	2,478	3,223	1,502	2,260	3,225	1,701	4,304	1,701	3,374	27,040
25	3,272	3,473	1,502	3,260	3,270	4,427	2,564	3,125	3,279	3,374	31,545
26	3,272	3,473	2,292	2,353	3,270	2,268	2,564	3,125	3,279	4,577	30,472
27	3,272	4,671	3,223	2,353	3,270	4,427	3,379	3,125	4,427	3,374	35,520
28	2,236	3,473	3,223	3,260	3,270	3,225	4,489	3,125	3,279	2,330	31,909
29	3,272	3,473	3,223	3,260	3,270	3,225	3,379	3,125	3,279	3,374	32,879
30	2,236	2,478	2,292	2,353	2,260	2,268	2,564	2,274	2,490	2,330	23,544
31	2,236	2,478	2,292	2,353	2,260	2,268	2,564	2,274	2,490	2,330	23,544
32	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
33	3,272	3,473	3,223	3,260	3,270	3,225	3,379	3,125	3,279	3,374	32,879
34	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
35	2,236	2,478	2,292	2,353	2,260	2,268	2,564	2,274	2,490	2,330	23,544
36	3,272	4,671	3,223	2,353	2,260	2,268	2,564	3,125	4,427	2,330	30,492
37	2,236	2,478	3,223	2,353	2,260	3,225	2,564	3,125	4,427	2,330	28,219
38	3,272	3,473	3,223	3,260	2,260	2,268	2,564	2,274	2,490	2,330	27,414
39	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
40	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	10,000
41	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
42	4,511	3,473	3,223	2,353	3,270	4,427	3,379	3,125	2,490	3,374	33,624
43	3,272	3,473	3,223	3,260	3,270	3,225	3,379	3,125	3,279	3,374	32,879
44	3,272	2,478	2,292	3,260	3,270	4,427	4,489	3,125	3,279	2,330	32,221
45	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
46	3,272	3,473	3,223	3,260	3,270	3,225	3,379	3,125	3,279	3,374	32,879
47	2,236	2,478	4,447	4,447	4,532	4,427	4,489	4,304	4,427	3,374	39,162
48	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
49	3,272	1,613	3,223	3,260	3,270	3,225	3,379	2,274	3,279	3,374	30,168
50	4,511	3,473	4,447	3,260	4,532	3,225	3,379	3,125	4,427	3,374	37,753
51	3,272	3,473	3,223	2,353	2,260	3,225	4,489	3,125	2,490	3,374	31,284
52	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	3,374	43,630
53	3,272	1,613	3,223	3,260	3,270	3,225	3,379	3,125	3,279	3,374	31,018
54	3,272	2,478	2,292	2,353	2,260	3,225	3,379	3,125	4,427	2,330	29,139
55	4,511	3,473	4,447	3,260	3,270	4,427	4,489	4,304	3,279	4,577	40,037

56	2,236	3,473	3,223	3,260	2,260	2,268	1,701	1,617	2,490	3,374	25,902
57	3,272	2,478	4,447	2,353	3,270	3,225	3,379	3,125	4,427	4,577	34,552
58	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
59	2,236	3,473	3,223	3,260	1,502	2,268	2,564	2,274	3,279	3,374	27,453
60	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
61	3,272	3,473	3,223	3,260	3,270	2,268	2,564	3,125	3,279	3,374	31,108
62	3,272	2,478	3,223	2,353	4,532	3,225	2,564	3,125	4,427	3,374	32,573
63	2,236	2,478	3,223	4,447	4,532	3,225	3,379	4,304	2,490	4,577	34,891
64	2,236	2,478	3,223	3,260	3,270	2,268	2,564	2,274	2,490	2,330	26,392
65	4,511	2,478	3,223	4,447	4,532	2,268	1,701	1,000	3,279	4,577	32,017
66	3,272	3,473	2,292	3,260	2,260	2,268	2,564	3,125	2,490	3,374	28,378
67	2,236	2,478	2,292	2,353	2,260	2,268	2,564	2,274	2,490	4,577	25,792
68	3,272	2,478	3,223	4,447	3,270	2,268	4,489	2,274	4,427	4,577	34,726
69	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
70	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
71	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
72	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
73	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
74	4,511	3,473	4,447	4,447	3,270	4,427	4,489	4,304	4,427	4,577	42,372
75	4,511	3,473	4,447	4,447	4,532	4,427	4,489	4,304	4,427	3,374	42,432
76	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
77	4,511	3,473	4,447	4,447	4,532	4,427	4,489	4,304	4,427	3,374	42,432
78	3,272	3,473	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	42,396
79	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833
80	4,511	4,671	4,447	4,447	4,532	4,427	4,489	4,304	4,427	4,577	44,833

4. Data MSI Variabel Lingkungan Kerja Fisik (X3)

Successive Interval											
NO	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Total
1	3,506	4,372	4,489	4,304	2,282	4,532	4,347	3,191	3,386	2,352	36,761
2	3,506	4,372	4,489	3,035	4,260	4,532	4,347	2,384	3,386	3,319	37,631
3	4,722	4,372	4,489	4,304	4,260	4,532	4,347	3,191	3,386	3,319	40,922
4	2,515	3,103	2,503	3,035	3,075	3,427	3,081	1,729	2,339	3,319	28,127
5	2,515	3,103	3,362	3,035	3,075	3,427	3,081	2,384	3,386	2,352	29,720
6	3,506	2,041	3,362	2,058	3,075	2,620	2,243	1,729	1,613	1,701	23,947
7	3,506	4,372	4,489	4,304	4,260	4,532	3,081	2,384	2,339	2,352	35,619
8	3,506	4,372	4,489	3,035	3,075	3,427	4,347	2,384	3,386	3,319	35,341
9	3,506	3,103	3,362	3,035	3,075	3,427	3,081	1,729	3,386	3,319	31,022
10	3,506	3,103	3,362	3,035	3,075	3,427	3,081	3,191	3,386	3,319	32,485
11	3,506	4,372	4,489	4,304	4,260	4,532	4,347	1,000	3,386	3,319	37,515
12	3,506	4,372	4,489	3,035	4,260	4,532	4,347	2,384	2,339	2,352	35,617
13	1,701	4,372	3,362	3,035	2,282	4,532	2,243	4,349	4,671	3,319	33,867
14	3,506	3,103	3,362	3,035	4,260	3,427	4,347	3,191	3,386	4,600	36,217
15	3,506	4,372	4,489	4,304	4,260	4,532	3,081	3,191	3,386	3,319	38,440
16	4,722	3,103	3,362	3,035	4,260	4,532	4,347	4,349	4,671	4,600	40,981
17	4,722	3,103	4,489	3,035	4,260	3,427	4,347	3,191	4,671	3,319	38,564
18	3,506	4,372	3,362	3,035	3,075	2,620	4,347	3,191	3,386	3,319	34,213
19	4,722	4,372	4,489	4,304	4,260	2,620	4,347	3,191	3,386	4,600	40,291
20	4,722	3,103	3,362	3,035	3,075	2,620	4,347	4,349	4,671	3,319	36,603
21	4,722	3,103	3,362	3,035	4,260	3,427	3,081	3,191	3,386	4,600	36,166
22	3,506	4,372	4,489	3,035	3,075	3,427	2,243	3,191	3,386	3,319	34,044
23	2,515	2,041	3,362	3,035	1,676	2,620	3,081	3,191	2,339	2,352	26,212
24	3,506	2,041	2,503	4,304	3,075	1,776	3,081	2,384	3,386	4,600	30,656
25	1,701	1,000	1,613	1,000	1,676	4,532	4,347	4,349	1,613	1,701	23,532
26	3,506	2,041	2,503	2,058	2,282	1,776	1,613	2,384	3,386	3,319	24,868
27	3,506	3,103	3,362	3,035	2,282	3,427	4,347	4,349	2,339	4,600	34,350
28	3,506	3,103	2,503	3,035	3,075	2,620	2,243	3,191	4,671	4,600	32,547

29	3,506	3,103	3,362	3,035	3,075	1,776	3,081	1,729	2,339	2,352	27,357
30	2,515	2,041	2,503	2,058	2,282	2,620	2,243	2,384	2,339	2,352	23,337
31	2,515	2,041	2,503	3,035	3,075	2,620	3,081	2,384	2,339	3,319	26,913
32	3,506	3,103	3,362	3,035	3,075	3,427	3,081	3,191	3,386	3,319	32,485
33	3,506	3,103	3,362	3,035	3,075	3,427	3,081	2,384	3,386	3,319	31,678
34	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
35	2,515	2,041	2,503	2,058	2,282	2,620	2,243	2,384	2,339	2,352	23,337
36	2,515	3,103	2,503	2,058	2,282	3,427	3,081	3,191	3,386	3,319	28,865
37	2,515	3,103	2,503	3,035	1,000	2,620	2,243	2,384	2,339	2,352	24,094
38	2,515	2,041	2,503	2,058	2,282	2,620	2,243	2,384	2,339	2,352	23,337
39	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
40	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	10,000
41	4,722	4,372	4,489	4,304	1,676	1,776	1,613	1,729	4,671	4,600	33,951
42	3,506	3,103	3,362	3,035	1,676	3,427	3,081	3,191	3,386	3,319	31,085
43	2,515	2,041	2,503	2,058	3,075	3,427	3,081	3,191	3,386	3,319	28,597
44	2,515	2,041	2,503	2,058	2,282	2,620	2,243	2,384	2,339	4,600	25,586
45	4,722	4,372	4,489	4,304	4,260	4,532	3,081	4,349	3,386	1,701	39,197
46	3,506	3,103	3,362	3,035	3,075	3,427	3,081	3,191	4,671	4,600	35,051
47	3,506	3,103	2,503	3,035	4,260	3,427	3,081	4,349	3,386	3,319	33,969
48	4,722	4,372	4,489	4,304	4,260	4,532	4,347	3,191	3,386	4,600	42,203
49	2,515	3,103	1,613	1,473	4,260	2,620	4,347	3,191	4,671	3,319	31,111
50	4,722	4,372	3,362	4,304	3,075	4,532	4,347	4,349	3,386	3,319	39,768
51	2,515	3,103	4,489	4,304	4,260	3,427	3,081	3,191	4,671	4,600	37,641
52	4,722	4,372	4,489	3,035	4,260	4,532	3,081	3,191	3,386	3,319	38,388
53	3,506	3,103	4,489	4,304	3,075	4,532	4,347	3,191	4,671	3,319	38,537
54	2,515	3,103	3,362	3,035	4,260	3,427	4,347	4,349	4,671	4,600	37,669
55	4,722	3,103	4,489	3,035	4,260	4,532	4,347	4,349	3,386	3,319	39,542
56	3,506	3,103	3,362	3,035	3,075	3,427	3,081	3,191	4,671	4,600	35,051
57	4,722	3,103	4,489	4,304	4,260	4,532	4,347	4,349	3,386	4,600	42,091
58	4,722	4,372	4,489	4,304	4,260	4,532	4,347	3,191	4,671	4,600	43,488
59	3,506	3,103	2,503	3,035	3,075	2,620	4,347	4,349	3,386	3,319	33,243
60	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
61	3,506	3,103	3,362	4,304	4,260	4,532	4,347	4,349	3,386	4,600	39,748
62	4,722	2,041	3,362	4,304	3,075	2,620	4,347	3,191	3,386	3,319	34,366
63	3,506	3,103	3,362	4,304	3,075	4,532	4,347	4,349	4,671	3,319	38,568
64	2,515	2,041	2,503	2,058	2,282	2,620	3,081	3,191	3,386	3,319	26,997
65	3,506	3,103	2,503	3,035	4,260	3,427	3,081	4,349	3,386	3,319	33,969
66	3,506	3,103	2,503	2,058	3,075	3,427	4,347	4,349	3,386	3,319	33,073
67	2,515	2,041	2,503	2,058	2,282	2,620	4,347	3,191	4,671	4,600	30,829
68	1,701	4,372	3,362	3,035	2,282	4,532	4,347	3,191	4,671	4,600	36,094
69	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
70	4,722	3,103	4,489	3,035	4,260	2,620	4,347	4,349	3,386	4,600	38,911
71	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
72	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
73	3,506	3,103	4,489	4,304	3,075	3,427	3,081	4,349	3,386	3,319	36,039
74	3,506	3,103	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	42,161
75	3,506	3,103	4,489	4,304	3,075	4,532	4,347	4,349	4,671	3,319	39,695
76	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
77	3,506	4,372	4,489	4,304	3,075	3,427	3,081	3,191	3,386	3,319	36,150
78	3,506	3,103	4,489	4,304	3,075	4,532	4,347	4,349	3,386	3,319	38,410
79	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646
80	4,722	4,372	4,489	4,304	4,260	4,532	4,347	4,349	4,671	4,600	44,646

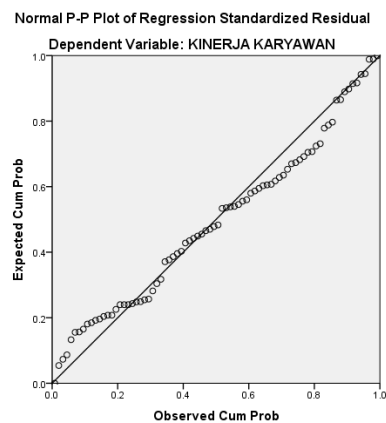
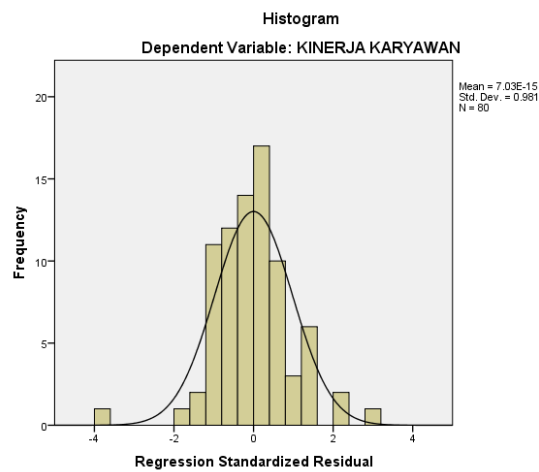
Lampiran 8 Uji Asumsi Klasik

1) Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		80
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.51032132
Most Extreme Differences	Absolute	.090
	Positive	.090
	Negative	-.088
Test Statistic		.090
Asymp. Sig. (2-tailed)		.169 ^{c,d}

- a. Test distribution is Normal.
 b. Calculated from data.
 c. Lilliefors Significance Correction.



2) Uji Multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	KOMPETENSI KARYAWAN	.322	3.108
	MOTIVASI KERJA	.302	3.311
	LINGKUNGAN KERJA FISIK	.268	3.727

a. Dependent Variable: KINERJA KARYAWAN

3) Uji Heterokedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.235	1.487		2.847	.006
	KOMPETENSI KARYAWAN	.034	.066	.102	.513	.610
	MOTIVASI KERJA	-.003	.067	-.009	-.043	.966
	LINGKUNGAN KERJA FISIK	-.080	.078	-.223	-1.021	.311

a. Dependent Variable: HETERO

4) Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.834 ^a	.695	.683	4.077	2.114

a. Predictors: (Constant), KINERJA KARYAWAN, MOTIVASI KERJA, LINGKUNGAN KERJA FISIK

b. Dependent Variable: KINERJA KARYAWAN

Lampiran 9 Analisis Regresi Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.588	2.213		1.622	.109
	KOMPETENSI KARYAWAN	.199	.098	.213	2.024	.046
	MOTIVASI KERJA	.256	.100	.278	2.565	.012
	LINGKUNGAN KERJA FISIK	.430	.116	.425	3.698	.000

a. Dependent Variable: KINERJA KARYAWAN

Lampiran 10 Uji Hipotesis

1) Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.588	2.213		1.622	.109
KOMPETENSI KARYAWAN	.199	.098	.213	2.024	.046
MOTIVASI KERJA	.256	.100	.278	2.565	.012
LINGKUNGAN KERJA FISIK	.430	.116	.425	3.698	.000

a. Dependent Variable: KINERJA KARYAWAN

2) Uji F

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2635.021	3	878.340	68.573	.000 ^b
	Residual	973.466	76	12.809		
	Total	3608.487	79			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), LINGKUNGAN KERJA FISIK, MOTIVASI KERJA, KOMPETENSI KARYAWAN

Lampiran 11 Uji Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.855 ^a	.730	.720	3.57893

a. Predictors: (Constant), LINGKUNGAN KERJA FISIK, MOTIVASI KERJA, KOMPETENSI KARYAWAN

b. Dependent Variable: KINERJA KARYAWAN